

LONGINES
World's Most Honoured Watch

Daily Telegraph

No. 40,358. LONDON, THURSDAY, NOVEMBER 22, 1984

Published daily except Sundays, Dec. 23 and 24, Jan. 1 and Good Friday. Entered as Second Class Mail Matter, Dec. 1961 at New York under the Act of March 3, 1879. Postage paid at New York, N.Y. and at additional mailing offices. Postmaster: Send address changes to The Daily Telegraph, P.O. Box 518, New York, N.Y. 10108.

University Of Jordan
Center of Strategic Studies
READING ROOM

AIR
MAIL
EDN.

Hunting Gate
4444
Property Professionals
0452 3 4444

STORM OVER BENEFIT CUT FOR MINERS

'Missing £1' row halts Commons

By JAMES WIGHTMAN Political Correspondent
A GOVERNMENT announcement that the families of striking miners—and other strikers—will receive less than other people when social security benefits are increased from next Monday caused uproar in the Commons last night.

Labour MPs halted a debate on the Civil Aviation Bill to protest about the announcement—made earlier in a written parliamentary reply—that the £15-a-week deduction from supplementary benefit for strikers' families is to be increased to £16.

The change in the deduction—made because unions are deemed to give strike pay to members during disputes—will coincide with the increase in welfare payments which is made annually to counter inflation.

In the Commons Government business managers looked on in alarm during the Labour protest and news of the development was sent to 10 Downing Street in case the situation worsened.

With Labour MPs forecasting that the Government's action would only harden the resolve of the striking miners, the Government announced shortly after the Opposition protest that Mr Fowler, Social Services Secretary, would make a statement to the House later in the evening.

Payments up, says Minister

Opposition MPs were furious that the announcement had been made in a written answer by one of Mr Fowler's junior ministers, Mr Anthony Newton. The deduction from benefits for strikers' families is made irrespective of whether unions actually make strike payments to members.

Supplementary benefit for an adult dependent—such as a wife—will rise from £21.45 to £22.45. But the change in the strike deduction means that strikers' wives will continue to receive £6.45 a week plus allowances for any children.

The allowance for children currently £9.15 a week, for a child under 11, will rise to £9.60 next week.

Mr Newton defended the change on Channel Four News, saying: "It's not a question of us having changed the law or having taken any action which is directed at the miners."

"There will in fact be an increase in benefits next week. There is no question of everybody losing a pound," Mr Newton said a striking

Churches urge end to violence

By CHARLES LAURENCE

CHURCH leaders yesterday urged the miners' president, Mr Arthur Scargill, to halt growing pit-strike violence by calling off mass pickets.

But Mr Scargill turned down their requests for the NUM to abide by TUC guidelines on the conduct of picketing.

He and the NUM general secretary, Mr Peter Heathfield, told the churchmen during a two-hour meeting in York that they did not accept the validity of the guidelines.

The church delegation comprised the Archbishop of York, Dr John Habgood, the Roman Catholic Archbishop of Liverpool, the Most Rev. Derek Worlock, the Bishop of Lincoln, the Rt Rev. Simon Phipps, and the general secretary of the United Reformed Church, the Rev. Bernard Thurgood.

Dr Habgood, leader of the church delegation, said they had discussed at length the implications and interpretations of the Plan for Coal which were at the centre of the dispute.

Underneath the apparently trivial argument over phrases in the plan lay a "profound difference of view," he said.

Secret 'third phrase'

The NUM leaders had mentioned the existence of a "third phrase" on the interpretation of the Plan for Coal that might produce a way forward, but he was not at liberty to discuss it.

The church delegation stressed that the meeting had not been an attempt to negotiate with the miners' leaders.

It had been convened, after consultation with the Archbishop of Canterbury, Dr Runcie, in response to a request from the U.M.

The churches' role had been solely to listen to the miners' case and they would agree to a similar meeting with the Coal Board.

Dr Habgood rejected suggestions that the church should not get involved in an industrial dispute.

"This is an area which involves all citizens, whether they like it or not, because the dispute affects us all," he said. "We want to see an end to this dispute and we are gravely concerned about what will happen when it is over. We have a grave responsibility to heal the deep wounds in society and particularly in the mining areas. It is important that we should be in touch."

There had also been a hope that in a discussion, rather than a negotiation, possibilities of different options could occur to lead "to a more realistic negotiating position."

But the church leaders were "dismayed" by the NUM's apparent reluctance to discuss the principles of the Plan for Coal.

An NUM spokesman said the meeting had been "very constructive." Mr Scargill made no public comment.

FIRE THREATENS

500 PIT JOBS

A coal face at the strike-bound Ackerly Hall colliery, Featherstone, near Pontefract, has been sealed because of a fire and 500 jobs are threatened.

The Coal Board said yesterday: "This is the main production face and there is no way we can find work for all 1,200 men," a spokesman said.

1,200 POLICE USED

Mr Colin Sampson, West Yorkshire's Chief Constable, has used nearly 1,200 men to deal with growing violence at pits in his area. More than 300 have been injured in the process.

Mr Sampson said yesterday: "This is the main production face and there is no way we can find work for all 1,200 men," a spokesman said.

£130m POLICE BILL

South Yorkshire Police Authority, calling on the Government to end the miners' strike, said yesterday police had cost the county £30 million, and Nottinghamshire's bill was £100 million.

WHITBREAD EXPAND

Whitbread has created 1,000 new jobs by expanding from its traditional beer business into other areas of leisure, food and retailing, Mr Sam Whitbread, chairman, said yesterday. The group's pre-tax profit for the six months ended Sept. 1 was up by £7,600,000 on 1983 at £57,600,000.

FALL IN OUTPUT

Output in manufacturing industry for the third quarter of the year was nine per cent. lower than in 1979, Mr Norman Lamont, Minister of State for Industry, said yesterday.

INDEX TO OTHER PAGES

	PAGE		PAGE
Arts Notices	15	Obituaries	16
Births, Marriages and Deaths	36	Parliamentary Report	16
City News	21, 22 and 23	Personal	16
City Pages	28	Sport	31, 32, 33 and 34
Court and Social	15	TV and Radio	35
Entertainments Guide	25	Way of the World	28
Leader Page	15	Woman's Page	17



Mr Kinnock, Labour Party leader, and Mr Healey arriving at Moscow Airport yesterday. They were met by Boris Ponomarev (right), a member of the Soviet Politburo.

Shopping round the clock call storm

By CON COUGHLIN

SWEEEPING changes in the law to allow shops to open around the clock and on Sundays were recommended in the report of a Home Office inquiry yesterday.

The report was hailed by representatives of consumer organisations and many retailers as a charter for customers. But other traders criticised it and the shop workers' unions said the proposals would "turn the clock back several generations."

The committee of inquiry, chaired by Mr Robin Auld, Q.C., calls for the abolition of the widely-flouted Shops Act 1850, which regulates hours of trading.

Mr Brittan, Home Secretary, who set up the inquiry, welcomed the report but made it clear that action by the Government is not imminent.

In a Commons written reply Mr Brittan said: "There is widespread agreement that the present law is unsatisfactory and in need of reform. I welcome the report which we will wish to consider carefully in the light of reactions to it before reaching any conclusions."

The report's sweeping recommendations took some ministers by surprise, despite the overall backing Sunday trading reform has in the Cabinet.

Mr Brittan is expected to continue on Back P. Col 3

VICE-CHANCELLOR DIES AT DEMO

By Our Education Staff
The 61-year-old Vice-Chancellor of Liverpool University, Professor Robert Whelan, collapsed and died yesterday while addressing a peaceful student occupation of the university's Senate House.

The sit-in was part of a nationwide students' "Day of Action" protesting against proposed cuts in student grants.

Nationwide protest—P6

LATE NEWS

Phone: 01-353 4242
Classified Advertisements 01-583 3939

BUCK RE-ELECTED

By Our Parliamentary Staff
Sir Antony Buck, Q.C. MP for Colchester North, was re-elected yesterday as chairman of the Conservative backbench committee on defence spending off a challenge from Winston Churchill, MP for Daventry.

Today's Weather

GENERAL SITUATION: Strong S.W. airstream will spread to all areas with frontal trough moving erratically over S. Britain.

LONDON, MIDLANDS, E. ANGLES: Bright intervals, rain at times, clearer later. Wind S.W. fresh or strong. Max. 52° F (11°C).

S.E. CEN. S.W. ENGLAND: CHANDEL IS. S. WALES: Rain at times. Wind S.W. strong or gale. 50° F (10°C).

E. N. ENGLAND, S. SCOTLAND, N. WALES, N. IRELAND: Sunny intervals, scattered showers. Wind S.W. fresh or strong, locally gale. 50° F (10°C).

S. NORTH S.A. SPRAY OF DRYER, E. ENGLAND, S. SCOTLAND: Wind S.W. gale force 8 or severe gale 9. Sea very rough. Irish Sea: S.W. 6-7 or gale 8. Very rough.

OTTERCO: Sunny spells, showers, windy.

Weather Maps—P4

KINNOCK IN KREMLIN MYSTERY

By NIGEL WADE

MR KINNOCK, Labour leader, arrived in Moscow last night and walked on to centre-stage in a developing mystery involving President Chernenko and the Kremlin leadership.

Officials said he would meet Mr Chernenko and Mr Gromyko, his foreign minister, on Monday for discussions which could go on for most of the day.

The Soviet authorities have confirmed that this means there will not be the expected plenary session of the 300-member Soviet Communist Party Central Committee on Monday, in advance of Tuesday's opening of the winter Supreme Soviet.

No reason has been given for this highly unusual break in tradition but decisions on the annual economic plan and budget, which would normally have been taken by the central committee, were made at last week's Politburo session.

This may simply be a new way of doing things following Mr Chernenko's appointment as party leader last February.

It may be that leadership factions in the Kremlin are so finely balanced between the hardliners and reformists that Mr Chernenko's arrival is being used as a fulcrum for a power struggle.

Mr Brittan is expected to continue on Back P. Col 3

Talks on disarmament

Western observers in Moscow think the illness of Marshal Gorbachev, the Defence Minister, could also be connected with the decision not to hold the session. Marshal Ustinov is a powerful member of the Kremlin "Old Guard."

Mr Kinnock said after his arrival that nuclear disarmament and British-Soviet relations would form the basis of his talks but he would also raise the whole question of civil and human rights which naturally must appear on any agenda.

He is accompanied on his six-day trip by Mr Denis Healey, Labour's foreign affairs spokesman, who greeted Soviet Central Committee friends at Moscow airport with a buoyant cry of "Gosh, all the Mafia's here."

Anger in France over Gaddafi's troops in Chad

By MICHAEL FIELD in Paris

FACING a barrage of criticism in the National Assembly, M. Laurent Fabius, the French Prime Minister, yesterday tried to convince deputies that his Government would take all necessary steps to see that Libya withdraws its troops from Chad.

The criticism reflected the widespread feeling in France that President Mitterrand had made a serious mistake in going to Crete last week to meet Col. Gaddafi and taking his word that Libyan troops had pulled out.

It is widely felt that President Mitterrand and his foreign minister, M. Chirac, have been made to look ridiculous in the eyes of international opinion.

The Defence Ministry had dubbed as "fantasy," a report published yesterday in the independent socialist daily L'Espresso, that there were still 5,000 Libyan troops in Chad. The report was compiled from several sources by the National Defence Secretariat, an intelligence assessment section, which said that there were also 87 tanks, seven helicopters and some missile batteries.

But the Ministry insisted that this information had come from American sources and was considered exaggerated by the French General Staff.

'Not sabre-rattlers'

Replying in the National Assembly to the veteran Gaullist, M. Courde de Murville, the Prime Minister said that French policy in Chad had been dictated by the need for "firmness but also so as not to expose our soldiers' lives."

M. Fabius told deputies: "When the President went to Crete, he had received indications that the Libyan withdrawal was not complete but understood that it was well advanced."

He defended President Mitterrand's meeting with Gaddafi saying that the question was Continued on Back P. Col 4

10 JUMP SHIP IN ROTTERDAM

By Our Correspondent in The Hague
When the Polish liner Stefan Batory, 15,044 tons, left Rotterdam last night on its return voyage to Gdansk, 10 Polish passengers had jumped ship and asked for political asylum in Holland.

More than 200 passengers had already stayed behind in Hamburg, the holiday liner's first port of call before visiting the Netherlands. It left Poland with 618 passengers.

Bonn calls off visit—P4

These lowland areas are more fertile and less populated than the Ethiopian highlands ravaged by drought. But they are infested by malaria and the tsetse fly which do not reach the highland areas.

The migration has aroused concern among Western observers in the Ethiopian capital who said there appeared to have been no reception facilities for families on arrival in Wollega and Gemu Gofa.

"We don't want to see a situation where families are Continued on Back P. Col 4

SAA fly Cape Town 90 minutes faster than any other airline!

Only SAA fly non-stop to Cape Town. And we're the only airline that flies non-stop back. Which means we're a full ninety minutes faster. Both ways!

Non-stop, direct from Heathrow every Saturday. And non-stop back from Cape Town every Friday. Plus daily flights via Johannesburg.

Book through your Travel Agent or let us tell you more.
Call SAA at: 251 Regent Street, London W1R 7AD. Tel: 01-734 9841.
Or Waterloo Street, Birmingham. Tel: 021-615 9905, Peter Street, Manchester. Tel: 061-534 4154. Hope Street, Glasgow. Tel: 041-221 2932.

SAA
SOUTH AFRICAN AIRWAYS
...we make the difference

'Overwhelming' vote to end Austin strike

By MAURICE WEAVER Industrial Staff

THE Austin Rover pay strike was called off yesterday after workers at Longbridge in Birmingham, the last plant on strike, voted overwhelmingly to return.

Full production is expected to resume today after a 15-day stoppage estimated to have resulted in the loss of 30,000 cars worth £150 million at showroom prices.

The 11,000 Longbridge workers, nearly half of whom had already gone back to work, had been widely expected to end their stand following a progressive return at other sites.

The collapse of the strike at the two hard-line Cowley plants on Tuesday had made it virtually certain that officials of the Transport Union, which represents the largest group involved, would be forced to declare the strike official, were in for a humiliating defeat.

That came yesterday when the Longbridge men rejected by an estimated 8:1 majority a show stewards' recommendation that they should continue their fight for a £22-a-week (about 20 per cent.) across-the-board rise on basic rates next year.

Today at a meeting in the company's management training centre near Warwick, the union

negotiators are expected formally to sign acceptance of the company's offer which is of a two-year deal giving 7.8 per cent. this year and 7.2 per cent. in 1985-86.

The strike has cost the average production worker about £350 in lost pay and bonus earnings. The average assembly-line employee earns £116 a week gross with the opportunity of a £30 productivity bonus. The average bonus has been running at about £19 a week.

Austin Rover management said that the two-year deal would still keep the 23,000 employees at the two plants on a national car industry pay league, above Vauxhall (whose workers accepted 7½ per cent. after industrial action) and Ford (7 per cent.).

The company said it would continue to oppose proceedings on Monday against the Transport Union and the white collar engineering union AUEW (TASS) which have defied an injunction ordering them to withdraw the strike instruction.

The injunction was secured by the company on the basis that the action was unlawful under the 1984 Trade Union Act which makes strike ballot compulsory.

Law 'too mighty'—P2

1000



starters at coal prod
clerical staff.

the account of "new
plants and returning

***The Integrated Show for the**

910 JANUARY 1985
NEC. BIRMINGHAM

2000 2001 2002 2003

starters" at coal products plants and returning clerical staff.

Come to the Seminars. Then go to the Show. Find out what you're missing. Simple.

CADAM
INTERNATIONAL SHOW
8-10 JANUARY 1985
NEC, BIRMINGHAM

The Integrated Show for the Integrated Market

MENTAL PATIENT ON RUN DROVE PRISONERS' VAN

By T. A. SANDROCK Crime Correspondent

AN escaped mental patient driving a private taxi was hired to transport prisoners from a remand centre to court it was disclosed yesterday by the Prison Officers' Association.

The man drove on both sides of the road, never got out of second gear, and repeatedly stalled the vehicle, a minibus.

The prisoners, escorted by prison officers, were to have been taken from Ashford remand centre, Middlesex, to Cheshunt Magistrates' Court, Hertfordshire.

The prison officer in charge noted the driver's erratic behaviour and thought it would be safer to return to the remand centre.

But when the driver was asked to turn the van round, it took him 15 minutes to do a three-point turn. Later inquiries revealed that the man, hired on Aug. 15 this year, had absconded from a mental hospital.

Door fell off

On another occasion, 11 days later, private taxi company provided Ashford remand centre with a van to take prisoners to Luton Magistrates' Court.

The van was in such poor condition that when it drew up outside the court the officer in charge opened the sliding door, it fell off.

The Prison Officers' Association made the disclosures as the Home Office investigated how two dangerous prisoners escaped from a prison van at Reigate, Surrey, on Tuesday.

Scant checks

The association said the incidents show the need for more money to be spent on special secure prison vans.

A spokesman said the Prison Department made "very scant" checks on vehicles and civilian drivers hired to transport prisoners.

"The financial constraints placed upon the prison service pose a very real and terrifying threat to the safety of the general public and to the lives of prison officers," he said.

Escape 'plotted at Parkhurst'

By Our Crime Correspondent

THE ESCAPE of two dangerous criminals from a prison van at Reigate, Surrey, was plotted at Parkhurst, Isle of Wight,

Pc's hunch traps gang of drug smugglers

By COLIN RANDALL

AN international drug-smuggling ring was smashed after an observant village P c, MICHAEL MAYNARD, became suspicious of a man who spent months at a time away from his West Wales cottage and returned sun-tanned.

ALCOHOL A 'THREAT TO FOETUS'

By Dr K. C. HUTCHIN Medical Consultant

WOMEN should not drink alcohol during pregnancy, a conference of doctors, nurses, health visitors and social workers was told yesterday.

Dr P. J. M. DAVIES, a Warwickshire G.P., told a meeting organised by the Northants Council on Alcoholism that high-level drinking—averaging 90 millilitres daily—was a major risk to the foetus.

Even half that amount, an average of three drinks a day, risked a high percentage of congenital abnormalities in babies, he said, reporting on the results of a study of 1,000 pregnant women.

Of the 1,000 babies born to the women in Dr Davies's study who drank an average of 20 mls (one or two drinks) daily, eight had congenital abnormalities in the non-volled group of mothers only one had a congenital abnormality.

Dr Davies emphasised that further research is necessary on larger numbers of cases but on the findings so far it appears that women should be advised not to drink during pregnancy.

Rationing plea

One hundred and fifty Swedish professors of medicine called yesterday for alcohol rationing in Sweden to combat what they see as the unacceptable damage caused by excessive drinking. The professors said up to half a million Swedes out of a population of 8,500,000 misused alcohol, while up to 7,000 died every year as a result of alcohol abuse.—Reuter.

MEMORIAL TO Wpc

By Our Crime Correspondent

A cherry tree was planted in the gardens of St James's Square, yesterday in memory of Wpc Yvonne Fletcher who was murdered outside the Libyan People's Bureau in April.



A good try—Mr Derek Reddin-Clancy who used his London Irish rugby skills to catch a prisoner on the run.

Open file on murder of Saudi Arabian girl

THE file remains open on the murder of a Saudi Arabian girl whose lower torso and legs were found in a plastic bag under a Rolls-Royce in Marylebone. Det. Chief Supt. GEORGE NESS told a Westminster inquest yesterday.

Dr PAUL KNAPMAN, Westminster Coroner, recording an open verdict, said he could not establish how or when SUHA YOUNIS HAWA, 15, died, or who killed her.

The remains were found in Duxbury Street on Sept. 7 by Mrs Christine Baudhuin, BBC employee. The rest of the body has not been found.

Suha disappeared on Aug. 25 while staying with her uncle, Mr Mohammed Hawa, 42, and his wife, Jamana, 52, in a flat in New Cavendish Street, Marylebone.

Det Chief Supt Ness said the uncle and aunt flew to the Middle East at the same time, and he believed they were still in the Middle East.

"Until they can be found, the murder file will remain open," he said.

'Still alive'

Mr SHUAIB FARIS, commercial manager of Hawa Trading, the girl's family business, said the family still believed Suha was alive.

He said the uncle and aunt had not been in touch with the family for about 2½ months, but he had received information of a kidnap plot involving them and the girl.

He had heard that the three were kidnapped, and the uncle and aunt had been released while Suha was kept for a ransom of £500,000.

A neighbour in the Marylebone flat, Mrs RUTH SPICE, said she last saw the girl on Aug. 24. The next evening she heard noises on the landing, and through a spy hole in the door saw the girl's uncle and aunt "fooling around" with plastic sacks.

Mr TERENCE ROCKALL, a Scotland Yard prints expert, said he identified the body as Suha's by matching fingerprints from the flat.

Prof. KATH SIMPSON, pathologist, said the body had been severed at the waist, possibly with a knife. The girl had not been sexually interfered with.

PARENTS 'SPOIL' PRIMARY-AGE CHILDREN

By Our Education Staff

Many parents cosset their young children so much that they go to school incapable of dressing themselves, doing up their shoelaces or having a simple conversation, teachers have told an M.P.'s committee on education.

The Assistant Masters' and Mistresses' Association told the Select Committee on Education that good nursery classes were vital for every primary school if young children were to learn simple social skills.

Earlier this year, AMMA produced a report based on a questionnaire sent to a cross-section of primary school teachers which noted a "marked deterioration" in children's general behaviour on entering school, over the past five years.

COUPLE CHARGED WITH MURDER

A couple were remanded in custody for a week by Exeter magistrates yesterday accused of murdering Miss Eunice Flashman, 78, an eccentric spinster nicknamed "The Witch" because of her taste for black clothes.

Kevin Cavey, 25, and his wife Margaret, 30, live at the same house in Monks Road, Exeter, where Miss Flashman was found dead in her bed after last week.

PLANE FOUND

The wreckage of a small plane missing in the Scottish Highlands for 36 hours was found yesterday near the summit of a 1,500-foot hill eight miles south of Inverness Airport. The body of the pilot, Mr Donald Walker, 30, from Tonbridge, Kent, was still strapped to his seat.

Rugger man disarmed escaper

A FORMER London Irish rugby centre three quarters, Mr DEREK REDDIN-CLANCY, chased a man escaping from a prison van for a quarter of a mile through West End streets, an Old Bailey judge heard yesterday.

Despite being threatened with death by the knife-wielding escaper, Mr Reddin-Clancy, 35, cornered and disarmed him.

Mr Reddin-Clancy, an estate agent and survivor of Benliff Street, Marylebone, was praised by Judge Raymond Stock, Q.C. for his "presence of mind and courageous spirit" in



Kidnapper George Panae slipped his handcuffs.

helping to capture GEORGE PANAE, 31, of Dunston Road, Battersea, who admitted escaping from custody and assault.

Panae was given a 12-month sentence to run concurrently with an 18-year term he is at present serving for kidnapping.

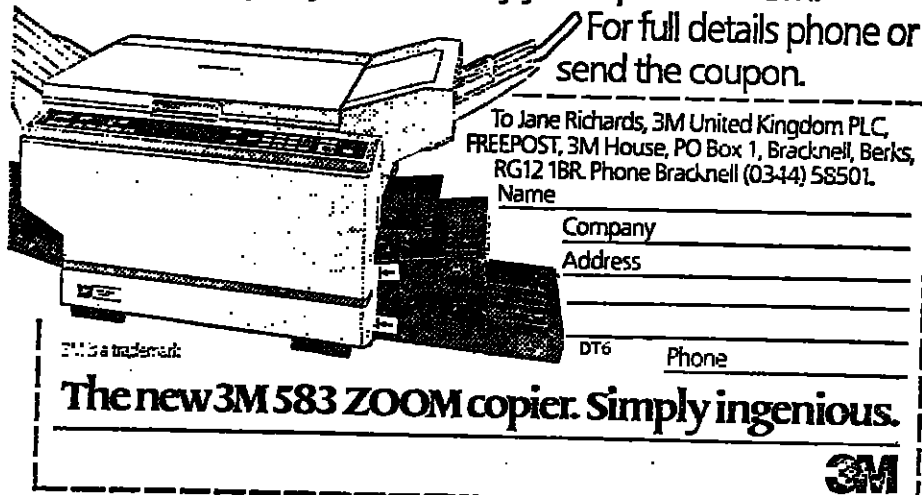
The court was told that eight days before being sentenced at the Old Bailey last December, Panae slipped his handcuffs and leapt from a prison van in Bayswater using a knife made out of a sharpened saucepan handle to slash two prison officers.

Mr Reddin-Clancy saw Panae fleeing and chased him, cornering him and wresting the knife from his grasp.

90 COPY SIZES AT THE TOUCH OF A BUTTON.

The new 3M 583 tailor-makes copies precisely. Its advanced zoom lens system reduces to 65% and enlarges to 154%.

With 90 ratios to choose from, simply at the touch of a button. Touch another button and it takes you straight to any one of the five most popular size ratios. The 583 copies on paper sizes A3 to A6 with the unbeatable quality and reliability you expect from 3M.



The new 3M 583 ZOOM copier. Simply ingenious.

A more intelligent way to temporarily cut off your caller.

The CSI PBT 3000 Compact

An intelligent little feature of the PBT 3000 is something we call the mute button.

By pressing it, the party on line is temporarily cut off, preventing them from hearing the conversation at your location.

So when the garage phones up to tell you the size of the bill, you can spare them hearing the hard words you may feel inclined to direct at the wife who agreed to it.

And the PBT 3000 is an extremely intelligent telephone all round.

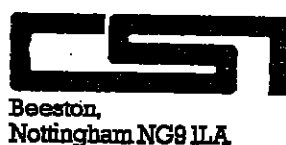
Its slim elegant one piece design is equally at home on the table or fitted to the wall.

The ringing tone can be set to high, low, or off, leaving the red light on the back to signal an incoming call.

And finally, the PBT 3000 features an automatic last number re-dial key for engaged numbers.

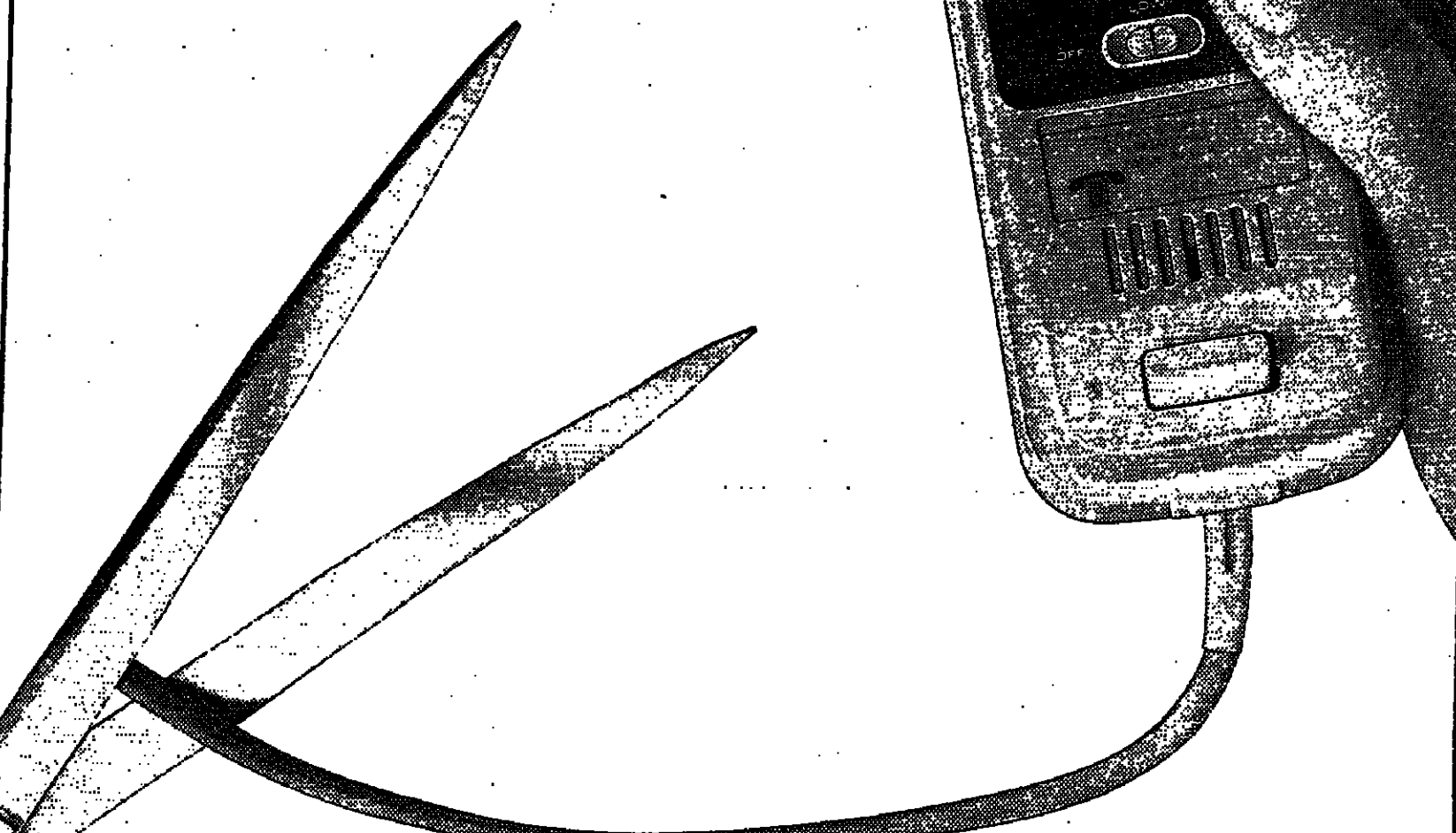
If you'd like to see the complete range of CSI telephones, including cordless and number memory models, then pop into one of the stockists listed below and feel free to ask for a demonstration of their many advanced features. Whichever CSI telephone you choose, you'll find installation is as simple as inserting a jackplug.

Because at CSI, we're bringing intelligence to the telephone.



The intelligent telephone people.

Beeston, Nottingham NG9 1LA



Available from branches of:

JOHN LEWIS PARTNERSHIP*
DIXONS JOHN MENZIES*
LASKYS*

Or for trade enquiries telephone:

SOUTH D & J Telephone Communications Ltd 01-431 1080
Gazelle Trading 01-627 3171
JJ Silber 01-903 8081
Lightning 01-969 5255
NORTH Rocom (0937) 845815

APPROVED for use with telecommunication systems run by British Telecommunications in accordance with the conditions in the standard agreement for use.

BONN MINISTER CALLS OFF WARSAW VISIT

By MICHAEL FARR in Bonn

HERR GENSCHER, West German Foreign Minister, called off a planned three-day visit to Poland early yesterday only hours before he was due to begin what would have been the first trip to Warsaw by a Nato foreign minister since the military crackdown three years ago.

The abrupt postponement is a blow to Herr Genscher's efforts to rekindle East-West dialogue, and to the attempts of Gen. Jaruzelski, the Polish leader, to bring his country out of political isolation.

The Bonn Foreign Ministry blamed impossible conditions set by Warsaw and said it hoped the visit could take place when circumstances were more favourable.

A Foreign Ministry statement said: "Conditions having arisen that made a postponement of the visit necessary in the interest of reconciliation and normalisation."

It cited three reasons for the decision:

- 1-Warsaw's refusal to grant a visa to the Vienna correspondent of the West German conservative daily Die Welt.
- 2-Refusal to accept Herr Genscher's request to lay a wreath at a German war cemetery.
- 3-The "public warning" given by the Polish government spokesman that Poland did not want Herr Genscher to visit the grave of the murdered pro-Solidarity priest Father Jery Popieluszko.

The Polish Government had criticised strongly the visit to the priest's grave by Mr Malcolm Rifkind, Minister of State at the Foreign Office, during his trip to Warsaw earlier this month.

This attitude was taken in Bonn as a principal sticking point regarding Herr Genscher's visit.

At a Press conference in Vienna, which he was visiting for the day, Chancellor Kohl said that the denial of a visa for the Die Welt correspondent, who would have been one of 49 German journalists travelling

with Herr Genscher, amounted to an unacceptable "selection of journalists."

This had not happened during his visit to Moscow in July, 1983, nor had he been denied permission to visit the graves of German war dead, Herr Kohl said.

It was "quite normal" for a German statesman to want to pay his respects at a German war cemetery and it was "incomprehensible" that the Polish Government had not given permission, he added.

Herr Kohl, who is to visit Washington next week, and Chancellor Siemowit of Austria, who is to visit the Kremlin this weekend, compared notes on East-West relations and their hopes for a revival of a dialogue between the superpowers following President Reagan's re-election.

Chancellor Kohl regretted yesterday that Herr Genscher had been forced to postpone his Warsaw visit.

MORE POLES DEFECT

Total nears 300

A further 95 Polish tourists have jumped ship at the West German Baltic port of Lübeck-Travemünde on the border with East Germany, frontier police in Flensburg reported yesterday.

They failed to return when the Polish passenger ship Rogalin docked at the port last Friday. It was due there again last night on the return leg of a trip to Copenhagen.

On Monday night nearly 200 Poles failed to return to the cruise liner, Stefan Batory, 15,000 tons, after three-days sightseeing in Hamburg. More than 100 have so far applied for political asylum and the rest are expected to do so in the next few days.

The West German authorities said that the Rogalin was carrying about 400 passengers when it arrived at Lübeck-Travemünde. She sailed twice weekly from Poland to Copenhagen via the West German port.

Last year 500 Poles travelling on the Rogalin stayed behind in West Germany.

Gromyko to see Shultz in Europe

By DAVID SHEARS in Washington

MR SHULTZ, Secretary of State, is likely to meet Mr Gromyko, his Russian counterpart, in Europe early next year to discuss resuming super-power talks on arms control, well-placed sources in Washington said yesterday.

There was no immediate confirmation of reports that President Chernenko had proposed such a meeting in his note delivered to Washington on Saturday.

But the foreign ministers' encounter is described as "probable" and it would provide an opportunity to break some of the ice in East-West relations.

American officials responded with some scepticism yesterday to the idea floated in Sydney that Australia should act as a mediator in reviving arms control talks.

One American described the remarks by Mr Bill Hayden, Australia's Foreign Minister, to this effect as a "smart political move" in the light of the Australian election on Dec. 1.

Mr Hayden said that high-level American and Russian officials would be visiting Australia early in the New Year for separate talks on arms control.

A White House spokesman confirmed that President Reagan was prepared to send a team of experts to Australia in response to an approach by Mr Hawke, the Australian Prime Minister.

But there would be no joint meetings there with a visiting Russian delegation, and "there is no third-party mediation role in this," the spokesman added.

Testing in Pacific

Mr David Emery, Deputy Director of the United States Arms Control and Disarmament Agency, will leave on Tuesday for Australia, New Zealand and Japan.

He will doubtless discuss such matters as the sensitivity of all three countries to nuclear testing in the Pacific, but this visit does not seem to involve the high-level talks Mr Hayden has in mind.

On the direct American-Soviet level, the idea of an early Shultz-Gromyko meeting has been a topic of speculation for some time.

Informed sources are now saying it is unlikely that the encounter will occur in Moscow, as earlier believed.

Instead the two foreign ministers are expected to confer at some other European venue, and their discussions are unlikely to launch into the wide-ranging "umbrella" approach to arms control that Mr Reagan has suggested.

Russia has shown some interest in the "umbrella" strategy, whereby the long-range impasse in missile negotiations could be placed on a broader context. But it is not yet clear whether Moscow has accepted this all-embracing approach.

The "umbrella" agenda would cover strategic arms, medium-range arms, conventional forces in Europe, space weapons, chemical weapons, and so-called confidence-building measures.

AUSTRALIAN TALKS

Invitations accepted

Our MELBOURNE CORRESPONDENT writes: American and Russian officials will visit Australia next year for discussions on arms control and disarmament, and Mr Bill Hayden, Foreign Minister, forecast that the talks were likely to take place in March or April.

The surprise announcement will do much to neutralise the anti-nuclear splinter parties which have been causing political concern. It also regains for the Labour party some of the ground lost to the Nuclear Disarmament party and the Democrats.

Mr Hayden said that both the United States and the Soviet Union had indicated a desire to reduce tensions and a "wish to start developing waves of comings together for dialogue."

Mr Hawke, Prime Minister, had written to President Reagan suggesting the forum and had received a reply accepting the invitation on Sept. 21. Moscow had replied accepting the invitation last Monday.

ZOLA DECISION DAY

Zola Budd, 18, the South African athlete who ran for Britain in the Los Angeles Olympics, will announce her final decision in Cape Town tomorrow about her running career.



GENERALS SUE FOR LIBEL

By IAN BALL in New York

TWO generals with reputations for toughness, Israel's Ariel Sharon and America's William Westmoreland, were back in the witness box in New York yesterday pressing their separate libel actions.

At stake are military honour, journalistic reputations, and large sums of money.

Gen. Sharon is suing TIME magazine for \$2.5 million (€3.6 million) over a report that suggested he had instigated the 1982 massacre of Palestinians in two refugee camps near Beirut.

Gen. Westmoreland, 70, American Commander in Vietnam at the time of the Tet offensive in January, 1968, is seeking \$120 million (€195.2 million) in libel damages from CBS Television over a documentary that claimed he deliberately deceived President Johnson on Communist troop strengths.

But the 50-member panel said the French state oil company Elf, which from 1978 to 1979 sank nearly 400 million francs (€55 million) into the bungled scheme, could be largely excused for its decision to try any means to boost energy reserves during the world oil crisis.

The money has not been found and the newspaper LE MONDE commented yesterday that while the Parliamentary report shed new light on the affairs it had failed to solve a major enigma - what happened to the money?

Publication of the panel's 650-page report yesterday followed a six-month investigation of a cover-up of the scheme, in which the so-called "sniffer planes" were supposed to revolutionise prospecting for oil and gas by detecting deposits from the air.

He seemed especially agitated when his lawyer showed him a copy of a newspaper cartoon published just after the documentary was shown.

In the drawing, a military figure labelled "Westmoreland" is shown in a state of confusion, with a speech bubble saying "I don't know what happened to the money."

Under cross-examination by a lawyer representing TIME magazine, Gen. Sharon said he had approved of sending Lebanese militiamen into the refugee camps where hundreds of civilians died in a massacre.

But he said he had not expected the massacre to take place because there had been no mass killing of civilians since the Israeli armed forces had moved into Lebanon three months earlier.

SEA OIL OFFER

BY CHINA

China is offering foreign oil companies the chance to begin bidding on more offshore areas in the Eastern Yellow Sea basin, the Pearl River mouth basin, in the South China Sea and parts of the Yellow Sea.

According to Chen Bingqian, spokesman for China's oil corporation, the area has good oil and gas potential. Peking still had to decide if a contract fee of one million dollars would be demanded, as previously stipulated.

Giscard blamed over 'sniffer plane' scandal

THE former French President Giscard d'Estaing acted unconstitutionally in not briefing his prime ministers about a secret oil prospecting scheme which turned out to be a fraud, a Parliamentary panel in Paris concluded yesterday.

The investigating committee also said the former Prime Minister, Raymond Barre, bore heavy responsibility in the costly "sniffer planes" scandal for hiding the facts from key Government ministers.

But the 50-member panel said the French state oil company Elf, which from 1978 to 1979 sank nearly 400 million francs (€55 million) into the bungled scheme, could be largely excused for its decision to try any means to boost energy reserves during the world oil crisis.

The money has not been found and the newspaper LE MONDE commented yesterday that while the Parliamentary report shed new light on the affairs it had failed to solve a major enigma - what happened to the money?

Publication of the panel's 650-page report yesterday followed a six-month investigation of a cover-up of the scheme, in which the so-called "sniffer planes" were supposed to revolutionise prospecting for oil and gas by detecting deposits from the air.

He seemed especially agitated when his lawyer showed him a copy of a newspaper cartoon published just after the documentary was shown.

In the drawing, a military figure labelled "Westmoreland" is shown in a state of confusion, with a speech bubble saying "I don't know what happened to the money."

Under cross-examination by a lawyer representing TIME magazine, Gen. Sharon said he had approved of sending Lebanese militiamen into the refugee camps where hundreds of civilians died in a massacre.

But he said he had not expected the massacre to take place because there had been no mass killing of civilians since the Israeli armed forces had moved into Lebanon three months earlier.

SEA OIL OFFER

BY CHINA

China is offering foreign oil companies the chance to begin bidding on more offshore areas in the Eastern Yellow Sea basin, the Pearl River mouth basin, in the South China Sea and parts of the Yellow Sea.

According to Chen Bingqian, spokesman for China's oil corporation, the area has good oil and gas potential. Peking still had to decide if a contract fee of one million dollars would be demanded, as previously stipulated.

The report expressed regret that M. Philippe de Villiers, President of the Union des Banniers Suisses, who masterminded a web of intricate financial transactions between Elf and the scheme's Belgian inventor, Court Alain de Villiers, had refused, as a Swiss, to testify.

Giscard, supported by President Mitterrand, used a constitutional clause to avoid testifying.

The committee said de Villiers, who also declined to testify, should make up Elf's losses from his personal wealth.

He pointed out that the UN staff had already donated more than £12,000 to a drive for famine relief in Ethiopia and had given to similar causes in the past.

He pointed out that the UN staff had already donated more than £12,000 to a drive for famine relief in Ethiopia and had given to similar causes in the past.

Palestinian student shot dead

By MAIER ASHER in Jerusalem

ONE Palestinian student was killed and six were wounded at Birzeit University on the West Bank of the Jordan when Israeli troops fired on student demonstrators yesterday.

An Israeli officer was seriously wounded in the head by a rock thrown by the students, an Israeli spokesman said.

The students were supporting Yasser Arafat and the Palestine National Council meeting which opens in Amman today.

The West Bank disturbances started a few days ago with the announcement of the council meeting. Violence flared between supporters of Arafat and his opponents.

A thousand students at Birzeit started a demonstration yesterday, burning tyres, blocking the main road and attacking Israeli Public Works Department employees.

Israeli troops who intervened to open the road came under a barrage of rocks, according to the military spokesman.

The troops first fired into the air and when that was not sufficient, fired into the students, killing Shamir Khalil from Khan Yunis and wounding six others.

The students barricaded themselves inside the university and the Commander negotiated with the Rector for their evacuation.

The town of Birzeit looked like a besieged fortress, with deserted streets and drawn shutters after a curfew was imposed.

The Governor of the West Bank claimed the riots were expertly prepared. The students had placed water containers on the roofs of neighbouring buildings to throw at soldiers who fired tear gas.

He has asked for the closing of the university.

The Governor, testifying before the Knesset Foreign Affairs and Defence Committee, said some 2,000 anti-Israeli books had been confiscated at universities on the West Bank, which had become centres of violence.

Left-wing Israeli artists and singers performing before the Arabs were among causes of anti-Israeli incitement which led to violence, he said.

ISRAEL ACCUSED

Lebanon demands date

Lebanon yesterday accused Israel of trying to torpedo negotiations for the withdrawal of Israeli forces.

Brig. El Hajj, Lebanon's chief delegate at the fourth session of talks with Israel, at Nakoura, presented a list of 15 conditions, including a demand that Israel fix a date for the withdrawal of its forces.

Brig. Amos Gilboa, Israel's chief delegate, again presented the Israeli proposal for deploying United Nations forces south of the Awali River which would be evacuated by the Israelis.

Israel could not allow the Lebanese Army to be the chief guardian of the Israeli border against terrorism because this Army was unreliable, he said.

CAIRO 4 MAY FACE EXECUTION

By SIMON INGRAM in Cairo

FOUR men, including two Britons, detained after a Libyan-backed assassination plot in Cairo backfired, could face the death penalty if found guilty at their trial.

Charges have yet to be brought against the four, but the Chief State Prosecutor said yesterday that charges of espionage, conspiracy to murder and international bribery were being considered.

Spying alone is a capital offence under Egyptian law.

Meanwhile, it was also learned yesterday that the gang allegedly proceeded with plans to kill Mr Bakoush, the former Libyan Prime Minister, fully co-conspirators were, in fact, plainclothes police officers.

This latest disclosure was made by the commander of the counter-intelligence unit that foiled the gang (and later Col. Gaddafi himself) into believing that Mr Bakoush had been shot dead.

The newspaper AL-AHRAM said the unnamed commander and his men succeeded in convincing the alleged would-be assassins that a senior intelligence officer was willing to help them kill Mr Bakoush in return for \$150,000 (£121,000).

British diplomats pointed out privately that the secretary-general was in Ethiopia last week and was surely aware that such a conference centre would only be a white elephant.

One official who travelled with Senor De Cuellar to Ethiopia, Mr Joe Sills, said he agreed that the present conference facilities in Africa Hall were inadequate. However, this did not back him up on another centre.

Pay speech protest

Meanwhile, Mr George Irving, president of the United Nations Staff Union, protested to the chief American delegate, about a speech made by one of his deputies, Mr Alan Keyes, that UN staff are over paid.

Mr Keyes said last week that the "UN seem to care more about subsidising cocktail parties and high standards of living in New York than it does about helping starving people in Africa."

The United States' mission has refused to contribute to a 9.6 per cent cost of living rise for New York-based civil servants. Mr Irving said America's position was "an insult" to dedicated staff.

He pointed out that the UN staff had already donated more than £12,000 to a drive for famine relief in Ethiopia and had given to similar causes in the past.

Killer's release

In the past Iraq has made clear that it wants the release of Salim Hassan, an Iraqi serving a life sentence in Britain for murdering a former Iraqi Prime Minister living in London in the past.

Meanwhile the minister said he and other British visitors had been impressed by Iraqi plans for economic development. As a result Britain has extended credit facilities amounting to \$500 million over the past two years.

According to economists, Iraq has weathered the worst of the economic effects of its four-year war with Iran.

Though there is no sign of the Gulf War coming to an end, British and other Western countries are anxious to prepare themselves for that day. Iraq has been moving steadily closer to the West and is now dependent on Russia only for arms.

Luce presses Baghdad on jailed Britons

By JOHN BULLOCH in Baghdad

THE case of two Britons jailed in Baghdad is to be raised today when Mr Luce, Minister of State in the Foreign Office, meets President Saddam Hussein of Iraq.

In two days of talks he has already had during his visit to the Iraqi capital, Mr Luce has told Mr Tariq Aziz, Foreign Minister, of Britain's deep concern over the two men.

John Smith, 42, managing director of Heston Dennis, a Surrey firm of specialist vehicle manufacturers, has been in prison for more than five years after being found guilty of trying to bribe officials to get a contract.

Donald Ragger, 67, was arrested in 1980 and sentenced to 20 years on espionage charges. The two men are being kept in separate prisons.

Meanwhile the minister said he and other British visitors had been impressed by Iraqi plans for economic development. As a result Britain has extended credit facilities amounting to \$500 million over the past two years.

According to economists, Iraq has weathered the worst of the economic effects of its four-year war with Iran.

Though there is no sign of the Gulf War coming to an end, British and other Western countries are anxious to prepare themselves for that day. Iraq has been moving steadily closer to the West and is now dependent on Russia only for arms.

please help MHA to help the elderly in need



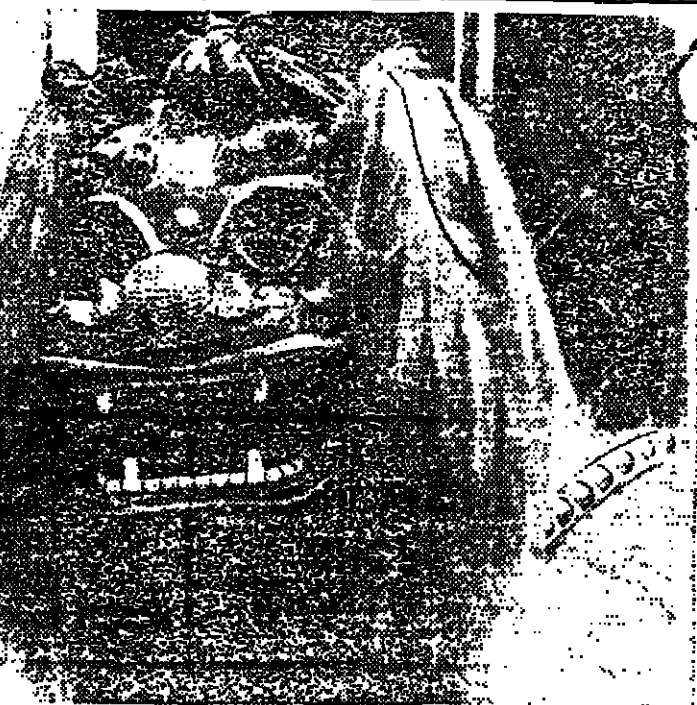
MHA provides comfort and loving care for a growing family of over 1,250 elderly people. Of those in our residential Homes, only 1 in 2 can afford to support themselves in full. No one is ever turned away, or asked to leave, because they cannot meet the cost. MHA needs your help to bridge the financial gap. For the sake of the elderly - please help us this Christmas

Send your gift to MHA Dept. DT, FREEPOST, London EC1B 1NE

MHA METHODIST HOMES FOR THE AGED
Epworth House, 25-26 City Road, London EC1Y 1GR. Reg. Charity No. 218564



"Bet they won't get off"



Soon the lions of Singapore will have plenty to roar about. Starting January 16th 1985, Air Canada is flying to Bombay and Singapore. Flights leave London Heathrow at the civilised hour of 11.45. Every Wednesday, Friday and Saturday. The only direct morning flights.

Book now and an Apex return fare to Singapore could cost as little as £604. Not much to pay for the good old Canadian hospitality that makes flights so good you won't want to get off!



AIR CANADA Intercontinental

Singapore '85

For full details of Air Canada's flights and fares to Singapore, see your travel agent or ring Air Canada direct on: 01-739 2030, 021-945 9807, 001-203 9111 and 041-332 1511.

BASQUES SHOOT GENERAL IN ETA REVENGE

By TIM BROWN in Madrid

THE troubled Basque region of Spain prepared for a general strike today and possibly more bloodshed as a further terror shooting yesterday followed the gunning down of an ETA separatist leader.

Today's strike is in protest at the killing of the paediatrician Dr Santi Brouard, 64, shot down on Tuesday by two Right-wing gunmen in front of patients at his consultancy.

CRACKDOWN ON MILK OUTPUT

By ALAN OSBORN
Common Market
Correspondent in Brussels

THE Common Market Commission, faced with growing abuse of new regulations to control milk production, announced yesterday a tough crackdown on member governments which fail to apply proper controls.

Britain is unlikely to be a subject of the strictures. EEC officials said yesterday that British farmers had generally respected the production disciplines and the Government had faithfully monitored the scheme.

But there is growing evidence that farmers in France are continuing to produce milk well in excess of the limits established earlier this year in an effort to control the Community's huge dairy surplus.

The EEC scheme establishes production quotas for each country. Output beyond the set limits is to be penalised by payment of a "super-levy."

French delay

France has sought a postponement until February of the payment of the "super-levy" on the grounds that for practical reasons it is impossible to administer the country's thousands of small dairy farmers.

But the Commission said yesterday there would be a delay only until the middle of next month. It would then expect to collect the levies due for April to September this year, and any country which failed to deliver could expect legal action against it in the European Court of Justice.

Brussels officials said a delay in collections until next year could encourage farmers to believe the policy would never be applied. "It is a question of the whole credibility of the controls," said one official.

Besides France, there is thought to be inadequate policing of the system in Italy, Luxembourg and Ireland.

Mr Jopling, Minister of Agriculture, said last week that Britain would not hand over its levies until it was satisfied that the quotas were being fairly applied throughout the Community.

RUSSIANS GO HOME

By Our Geneva Correspondent
Two Russian soldiers interned in Switzerland for two years after capture in Afghanistan, chose to fly home yesterday by arrangement with the Red Cross.

Ganges plain site for bitter Gandhi battle

By DAVID GRAVES in Amethi, Uttar Pradesh

FOUR HUNDRED miles south-east of Delhi, on the edge of the great Ganges plain, the bitter divisions that have split the ruling Gandhi family will be enacted in public from now until next month's general election.

SCHOOLBOYS 'SHOT AT SURVIVORS'

By VILMA WIMALADASA in Colombo

SCHOOLBOYS swarmed into the Sri Lanka police station devastated by a bomb blast, picked up guns and shot at survivors, it was claimed yesterday.

At least 29 police are now known to have been killed in the Tamil separatist attack on the building in Chavakachcheri in the northern region of Jaffna. Up to 15 guerrillas died.

One survivor, Insp. Subramaniam, in hospital in Colombo said that an hour after the main attack a group of about 60 children, aged from 15 to 16, stormed into the compound, snatched weapons from police trapped in the rubble and shot at them.

The children in the region's school uniform of blue shorts and white shirts, also threw petrol bombs, he claimed.

The raid, involving 250 guerrillas, started when a youth told the sentry he wanted to report the loss of an identity card.

Army manhunt

When the sentry opened the gate, rebels dressed in military-style uniforms rushed in and opened fire. A truck driven into the compound then exploded, destroying the building.

About 500 people, mainly Tamils, died in a wave of violence last year after guerrillas killed 13 Sinhalese soldiers.



Famine victims languishing at Alamata camp in northern Ethiopia two hours before it was captured by rebel troops.

Bitov back writing for Moscow paper

By NIGEL WADE in Moscow

OLEG BITOV, the Soviet journalist who claims he was kidnapped to Britain and escaped, has resumed normal duties for Moscow's weekly LITERARY GAZETTE.

A signed review of Norman Mailer's writing on a summer visit to the Soviet Union appeared yesterday.

Mr Oleg Prudkov, an official of the newspaper's foreign relations department, said Mr Bitov was working regularly.

He was no longer foreign cultural editor, his former position, but an observer in the foreign affairs department.

Asked where Mr Bitov could be reached for interview, Mr Prudkov said he would have to speak to him and could not reply immediately.

British 'captors'

Bitov, 52, defected from the Venice Film Festival in September last year and returned home two months ago. He later denounced his British intelligence "captors" and wrote articles alleging he was unwillingly kept in Britain and forced to write critically of Russia.

Mr Prudkov confirmed that yesterday's review of a Norman Mailer article, in the American Parade magazine, was Bitov's first contribution since his series of "exposés."

In style and content the item was similar to articles he used to write about foreign litera-

ture. And Tass published a précis of the feature as if to draw attention to his return to routine work.

But the possibility cannot be excluded that it was placed as a deliberate canard intended falsely to suggest Bitov will not, after all, be punished for his flight.

Western observers expected him to drop from sight, possibly into a labour camp, after his melodramatic news conference and serialised articles accusing British intelligence of abduction and torture.

The allegations were seen as a price Bitov had to pay to be reunited with his family, particularly his daughter. But his paper never called him a defector and has always publicly insisted on the "kidnap" story.

Previous attempts to contact Bitov directly have been unsuccessful.

DEATH RUMOURS SWEEP DELHI

The New Delhi office of India's President Singh yesterday denied reports sweeping the capital that the President had been shot.

The rumours were "absolutely baseless," said a spokesman, and the authorities warned of stern action against anyone spreading the stories.—Reuter.



At Christmas the tradition is of course Roast Turkey, but many choose Goose, Chicken, Duck, Beef or Game. Whatever the fayne, hot or cold, drink a delicious Rioja wine, a velvety red or a dry fruity white. Don't forget those working in the kitchen! A glass of Rioja whilst preparing the family feast is always appreciated. Explore the wonderful wines of Rioja and find a quality and value that is unequalled.

Look for the little stamp...



The hallmark of excellence.

For further information please contact The Rioja Wine Information Centre, 23005 de España, 23 Manchester Square, London W1. Tel: 01-635 6140.

Information should be a lot easier to come by.

There is hardly any limit to the information a company can draw on, given the right equipment.

But unless it is easily accessible, it might just as well not exist.

That's why Wang put people first in their approach to office automation, designing computer systems to give answers rather than pose questions.

No-one should have to fish for information. Especially when it's at their fingertips.

WANG

The office automation computer people.
WANG & CO., 66 LONDON ROAD, BIRMINGHAM, ENGLAND. TEL: 01-250 6311

END ALL CURBS ON SHOP HOURS, INQUIRY URGES

By CON COUCHLIN

THE scrapping of all legal restrictions on shop opening hours and Sunday trading was recommended by a Government committee of inquiry yesterday.

The report of the inquiry set up by Mr Brittan, Home Secretary, to study the shopping laws, also recommended the abolition of all special provisions for shop workers contained in the 1950 Shops Act.

These concern conditions of employment for shop workers and the hours worked by youngsters.

The inquiry found that much of the protection given to young people under the Shops Act was duplicated in other legislation. Other shopworkers would be safeguarded by the continuation of wages councils.

Poor conditions and unfair competition

The inquiry was set up in August last year following widespread criticism that the present laws were full of anomalies and in need of radical review.

The provisions of the Shops Act are based on regulations formulated at the turn of the century. These were devised to protect shopworkers and shopkeepers from appalling working conditions and unfair competition.

They also imposed severe restrictions on Sunday trading. But the inquiry's committee — Mr Robin Auld, Q.C. chairman, Mrs Liliana Archibald, an international affairs adviser, Lloyd's of London, and Miss Frances Cairncross, a journalist with The Economist — decided that removal of all trading-hour restrictions offered the best solution.

The committee started with the idea so that there must be a justifiable reason for maintaining statutory regulation of trading hours, but after considering all claim to protection by legal restrictions on trading hours — Church leaders, shop workers, retailers etc. — it decided no one interest or combination of interests justified the continuation of existing laws.

People's attitudes have altered

Central to the committee's findings was the fact that the traditional character of Sunday shopping in the existing legislation as a day of rest, was outdated.

The character of Sunday varied according to the family. The report said: "People's attitudes to Sunday have altered since 1950. Although many people might claim a belief in God, few now take part in organised religion on Sunday."

"For a good many people, Sunday no longer has a predominantly religious flavour. Moreover, a growing number in this country belong to faiths other than the Christian one, and recognise a holy day other than Sunday."

While the 1950 Act makes provision for the Jewish Sabbath, as a result of recent immigration there are now many people of other faiths in Britain who were not covered by the existing legislation.

The advent of widespread car ownership meant more mobility, while increased home ownership had given people more of an incentive to work on their homes and gardens at the weekend.

"Increasingly Sunday has become a secular day for most people, a day of leisure and recreation, an opportunity to engage in activities either individually or as a family for which there is no other time in the week."

Profound change in nation's habits

The report concluded that it was wrong to legislate for uniformity on Sunday trading in order to reflect the views of some people as to how Sunday should be, while at the same time ignoring the wishes and needs of others.

The committee also found that there had been a profound change in the nature of the retailer and the nation's shopping habits over the past 30 years.

The introduction of self-service and the development of much larger stores since the mid-1950s had revolutionised shopping.

Dependence on corner shops had fallen with increased mobility. This meant most families did their shopping once a week.

The enormous increase in working women since 1950, together with the large rise in

single-person households, had also added weight to arguments for extending trading hours.

Because of these changing social patterns, most retailers took full advantage of the existing trading time, with steady trend towards late-night opening.

The inquiry also found that a growing number of stores were already trading outside permitted hours, especially small local shops which had managed to compete with the super-markets by remaining open late at night and on Sundays.

In recommending total deregulation of all legislation covering trading hours, the report acknowledged that if Sunday opening occurred on a wide scale there was a risk that some small shops would be unable to compete in the new climate and be forced to close.

No difficulty finding staff

While acknowledging this risk, the committee pointed out that these retailers were vulnerable because of other developments.

Evidence presented by the Union of Shop Distributive and Allied Workers and other organisations representing shopworkers argued strongly against shopworkers having to work on a Sunday.

The committee rejected the unions' claims on the grounds that those retailers who already traded on Sundays had reported no difficulty in finding staff willing to work.

The report nevertheless acknowledged that more widespread Sunday opening could lead to the risk of some retailers being forced to close by their employer into working on Sundays.

There was no evidence that deregulation would have any substantial effect on prices. Existing no protection from price fluctuations and hindered by preventing them from shopping when it most suited them.

The report also conceded that problems caused to residents in shopping areas by late-night and Sunday shopping was a matter of local concern, but again concluded that this was not a sound enough reason to retain existing restrictions.

A matter for local decision

The inquiry considered proposals for partial restriction, including revision of the schedules of exempt goods, exemption by type or size of shop, for self-employed retailers, by area, or by periods of the year.

It also looked into proposals to limit the number of hours a shop could open, either in the week or on a Sunday, or for limiting shop opening hours a matter for local decision.

But it rejects all these proposals on the grounds that they would not form the basis of a fair, simple and readily enforceable system.

One area of particular concern, however, was the likely effects of deregulation on shopworkers.

While the committee considered a statutory provision being required to work against their wishes late at night and on Sundays to be impracticable, it felt that flexibility in the retail industry should make it easier for employers to cater for those among their regular staff who are unwilling to work at these times.

Anyone sacked for refusing to work these times would be able to sue for wrongful dismissal under the Employment Protection Act.

BA OUT TO WOO CHINA AVIATORS

By Our Air Correspondent

British Airways is mounting a campaign next month to sell its expertise to China's rapidly developing aviation market. A 10-man team will be on the company's stand at the Aviation Expo China '84 exhibition in Peking.

A highlight of the exhibition, which runs from Dec. 8 to 13, will be a British Airways banquet hosted by Mr Howard Phelps, Director of Operations.



Lloyds Bank staff hard at work in the City yesterday sorting through application forms for British Telecom shares. Over 1,000 Lloyds staff are working overtime to screen and process the applications before trading begins on Dec. 3. PICTURE: PAUL ARMIGER

AUTOMATIC VAT FINES PROPOSED

By RONALD GRIBBEN Business Correspondent

AUTOMATIC fines on traders late with Value Added Tax returns were proposed by the Customs and Excise yesterday as part of reforms to speed up collection of £1.4 billion of delayed payments.

Powers of arrest are also planned to reduce the risk of criminals engaged in large-scale VAT fraud absconding and make it easier to move faster in serious cases, such as the recent VAT fraud.

Traders will face a surcharge of five per cent of the tax due if they fail to meet the payment deadline twice in two years.

There will be further fines, rising in five-per-cent steps up to a maximum of 50 per cent, on the outstanding amount for further defaults. Traders will run the risk of continued surcharges unless they can show a clean record over two years.

Short periods The surcharge will mean an end to the current practice of criminal prosecutions. Between 70 per cent and 80 per cent of the 1.4 million traders registered for VAT are normally late with returns but most for only short periods.

Customs wants to reduce the benefit late payers get from interest on the tax and hopes to cut the outstanding amount due to them by half, or around £750 million, by 1988-89.

The increase in the cash flowing to the Treasury will also reduce borrowing to cover delayed payments and produce staff savings. The reduction in borrowing is estimated at £150 million a year.

The automatic fines plan is one of the key VAT changes outlined in a consultative document issued by Customs and Excise in the Keith report on the VAT reforms.

Customs wants comments by Jan. 7 next year to give time to include changes in next year's Finance Bill.

Other changes include an increase in the maximum jail sentence for VAT fraud from two years to seven, and powers for VAT inspectors to examine records and the imposition of interest payments in cases where traders have understated payments or overclaimed relief.

Customs officials deny that the reforms will give them sweeping powers to hound small traders.

They estimate that it will enable the move more of the 1.2 million inspectors currently involved in enforcement work to supplement the 3,500 inspectors in a "control" role, visiting traders.

It is not planned to increase the number of checks. They range from two to three visits a year by inspectors to large firms to once every eight years for the smallest traders.

But Mr Lawson, Chancellor, has rejected suggestions made by the VAT committee that powers to issue warrants to enable inspectors to search the premises of traders they suspect of evading tax should be passed from magistrates to High Court judges to increase public confidence.

He feels that it would increase the work of judges without improving the safeguards for the taxpayer.

The last official figures, for 1981-82, show that 290 warrants resulted in 288 fraud prosecutions and in 19 cases inspectors used powers to force their way into premises.

Prosecutions for overdue payments have been running at about 4,500 a year.

More women, particularly in the 20-24 age group, are having abortions following the publication last year in the Lancet of papers associating long-term use of the contraceptive pill with increased risk of cancer.

Figures published by the Office of Population Censuses and Surveys show that the total number of abortions in England and Wales in the first quarter of this year increased by two per cent, to 43,816, while for the 20-24 age group the total of 10,114 was up 9.3 per cent.

NSPCC seeks to end child-incest secrecy

By OUR HEALTH SERVICES CORRESPONDENT

AT least 1,500 children a year are being sexually abused, nearly always by their own parents, the National Society for the Prevention of Cruelty to Children claimed in a report yesterday.

Dr Alan Gilmour, NSPCC director, called for an end to the taboo on discussion of incest so that more children could be helped.

He said it was certain that the suffering of hundreds, possibly thousands, of children, goes undetected.

The more it remains taboo the more it is bottled up and the more there will be children secretly suffering and unable to get help.

The society is so concerned at the problem that it is planning specialist officers in every part of the country who can advise other social workers when they encounter a case of sexual abuse of a child.

Not always prison

Mr David Jones, the principal research officer, said 80 per cent of the abused children are girls, and many of them are emotionally scarred for life as a result of their experiences.

But the obvious solution — sending the offender, usually the father, to prison, is not always the best answer to a family's problems.

"Some children feel a massive relief when the father is sent away, but others experience a awful guilt at having caused him to be sent away and broken up the family as a result of their seeking out."

The society called for more emphasis to be placed on therapy and counselling in cases where offenders are ready to accept responsibility.

It was not unknown for the whole family to connive at what was going on because they did not want the breadwinner to be sent to prison.

TWO NEW ENVOYS

Mr Stephen J. Barrett is to be Ambassador to Czechoslovakia in succession to Mr J. R. Rich and Mr Michael J. C. Clark, Ambassador at Yaounde, to be additionally Ambassador to Equatorial Guinea succeeding Mr Bryan Sparrow, the Foreign Office announced yesterday.

CELL HANGING

Michael John Bird, 37, who was on remand from Marlow Court until Nov. 27 on a charge of burglary, has been found hanging in his cell at Brixton. The coroner has been informed.

FLYING COLOURS

Mrs Lesley Hill, 51, of Kingston-on-Thames, Surrey, has passed her advanced flying exams and has a licence to fly the largest cargo jumbo jets.

Bumper cereal crop boosts farm incomes

By GODFREY BROWN Agriculture Correspondent

A "SIGNIFICANT increase" in farm incomes this year was forecast yesterday by the Ministry of Agriculture's top civil servant.

Sir Michael Franklin, Permanent Secretary at the Ministry, said a big increase in the volume of farm output had more than offset cuts in farm prices.

The recovery in incomes arose largely from the exceptional, 26 million tonnes, crop of cereals, and to a lesser extent of oilseeds, he told the Royal Agricultural Society of England's agricultural outlook conference at the National Agricultural Centre, Stoneleigh, Warwick.

Extra cash needed Had production of cereals and oilseeds been on trend, the farm income figure would have been "several hundred millions of pounds less than it was likely to be, and perhaps little, if any, above the 1983 level, Sir Michael suspected.

COLOURFUL CLOSE TO AUTUMN

By FRED WHITSEY

THE flower show season ended this week with a final flourish of autumn foliage, late chrysanthemums, highly-coloured berries, orchids from heated greenhouses and lilies echoing summer.

The gold medal went to Anmore Exotics for a display of house plants of tropical origin mingled with many slipper orchids.

A competition arranged by the Orchid Society of Great Britain attracted entries focusing on species that will flower out of doors during the shortest days. Many had high colouring, and there was a fine display of the miniature cymbidiums mounted by Mr Keith Andrew.

Two National Trust gardens in Sussex, Nymans and Sheffield Park, won top prizes in the competition for conifers and autumn foliage shrubs. Charity was the leading mahonia from Mrs A. H. Potter, Wentworth, who also gained a first with Nysa sylvatica.

On present information it appears that the President's intervention will have no effect on the civil proceedings which have been brought in the interests of Laker Airways' creditors, and for no other reason," Mr Morris said.

Then there is the promise made by Mr Tim Rowland, chief executive of Laker, who was helping Sir Freddie Laker in his efforts to salvage the airline.

£80m owed

Mr Rowland offered to provide "up to £700,000" in compensation to the ticket holders, but Mr Morris explained to them at the time that the offer would not come into effect until the liquidation was completed and the dividends available to all creditors finalised.

In all, £80 million owed to creditors. It was explained that possible claims that the liquidator sued British Airways, British Caledonian, Pan American, TWA, Lufthansa, Swissair and McDonnell Douglas, alleging they had conspired to put Laker out of business in a way that breached the anti-trust Sherman Act.

The amount claimed is \$350 million, which with triple damages rises to sum to the often-quoted "billions of dollars," or about £800 million.

The Ministry of Agriculture is asking for nearly £14 million extra, and the Intervention Board for Agricultural Produce — the Civil Service sector that administers the Common Market farm support arrangements in Britain — wants an extra £10 million net on its present £326.8 million provision.

The increases sought by the Ministry would bring the cost of farm support, animal health, land drainage and food production to just over £209 million.

Of the extra money, £768,000 is to provide for the costs of the dairy quota "quangoes" set up to try to iron out anomalies arising from the Common Market quota curbs on milk production.

Members of the tribunals are paid £95 a day, plus travel and subsistence expenses.

So if the full 90 members are appointed to each Tribunal, the daily cost of a Tribunal, with all its members working, would be £8,550 or £41,850 a week.

The tribunals investigate dairy farmers' claims to be allowed to produce more milk than their quota allows them.

Better tooth care 'a threat to dentists' earnings'

By DAVID FLETCHER Health Services Correspondent

DECLINING rates of tooth decay due to fluoride toothpaste and lower consumption of sugar are threatening the livelihoods of thousands of dentists, it was claimed yesterday.

Not only is the amount of dental decay declining, but the number of dentists is rising because of a long-planned expansion of the profession.

At the same time the number of patients is falling because higher costs are discouraging them from seeking treatment.

Mr Nigel Knott, a dentist from Chippenham, Wiltshire, said: "It is quite impossible for a conscientious practitioner to provide high quality dentistry and gain anything like the target net income from the NHS."

The target income which NHS would be supposed to produce for the average dentist is £19,100 a year. Dentists are paid a fixed fee for every item of work irrespective of how many patients they see or how long they spend with each.

The consequence is a temptation to boost declining earnings by providing unnecessary fillings or claim for work that has not been done.

Mr Knott said: "I would strongly favour a new system under which each NHS patient is given a full statement of the work carried out and the cost being claimed by the dental practitioner from the NHS."

Abuses of system He thought this would at once end abuses of the system which enabled one dentist to earn £225,669 gross last year from the NHS.

The existence of this highly-paid dentist was revealed in a report by the Comptroller and Auditor General who said that another 215 dentists were paid more than £100,000 gross.

Miss Diana Scarrott, under-secretary of the 15,000-strong British Dental Association, confirmed that in the past five years there has been a 15 per cent increase in the number of dentists at the same time as a fall of two million in the number of teeth filled.

But she said there was still a need for more dentists because the growing number of old people needed increasing dental care and more time was needed for preventive dentistry.

All-night sit-in

At Nottingham University 2,000 students staged an all-night occupation of the main library building, while polytechnic students occupied the county council headquarters.

Students from the City of London Polytechnic continued an overnight occupation of two sites.

Mr Philip Wooler, president of the National Union of Students, said: "Today's action is a strong round one of what Mr Keith Joseph can expect if he continues to ignore students and their parents."

Why we take undergraduates so seriously.

Quite simply, we need the best people available to help run today's Army. And we feel that someone who's spending three years working for a degree is likely to be a very good candidate. (Half of our young Officers are now graduates.)

As a junior Officer, you'll command up to 30 men, and be responsible for them 24 hours a day. We'll also expect you to make sure that they're fit and fully trained. You'll have to learn to handle complex and technologically sophisticated weapons and equipment.

And if you were posted halfway round the world to find yourself ordered, on arrival, to organise a 3 day exercise for 30 men, you'd have to cope. With everything from planning the exercise to ensuring that the men have enough to eat.

No wonder that a commission in the Army is seen as the best management training you can have.

In your first or second year? If you can apply this early, we can offer you something more than a job when you graduate.

To repay your enthusiasm and commitment, we could sponsor you until you finish your studies.

First, the Regular Commissions Board will put you through three days of extremely tough tests and interviews, to discover whether you're really Officer material.

Then, if you've applied for a Bursary of £900 a year we'll only ask you to join us for 3 years' post graduate service.

If you were interested in an Undergraduate Cadetship, though, you could be commissioned on probation as an Officer and earn at least £4,825 a year, while you're still studying. We won't expect you to march to lectures with your boots gleaming, but you'll have to attend a short course at Sandhurst during your long vacation. And serve for at least 5 years, after graduating.

In your final year? As a graduate joining the Army, you'll immediately feel the benefit. We'll give you three years' backdated seniority, so you'll start at a higher rank than usual, with a salary to match.

After you've graduated? If you're successful at the Regular Commissions Board, you'll spend seven of the hardest months of your life at Sandhurst, learning to be an Officer.

Then you'll start work with us as a Lieutenant and, as a reflection of the responsibility you'll face, we'll pay you £9,005 a year.

How to apply. Visit your Careers Service Office, and pick up an Introduction Form. Through this, we'll arrange for one of our Liaison Officers to see you at your University, Polytechnic or College of Higher Education.

Unlike most graduate recruiters, we'll take you seriously enough to guarantee an interview.

Army Officer

198 rental locations... instant confirmation... Central Reservations... One Way Rental... latest Peugeot Talbots... Central Billing... delivery and collection... special rates for companies

PEUGEOT TALBOT RENTAL (0582) 866177 GIVE US A CALL - IT COULD MEAN A GREAT DEAL

Insist on... HIGH & DRY Really Dry Gin

John 11:150

4.42

D1

SPURS 6

SPURS 6

Either Spurs
dominated both
halves,
or someone
needs an Epson.

Epson's got most of the world computer printer market because the foul-ups other printers do, ours don't. And whatever your home or business micro, we've got the right printer for it. How else would we have got to be world champions? Ring 01-200 0200 and you'll soon know the score.

EPSON

BARCLAYS HOME MORTGAGE RATE

Barclays Bank PLC announces to existing borrowers that from the close of business on 3rd December 1984 Barclays Home Mortgage Rate will be decreased from 12½% to

12 1/8%

per annum



Published by Barclays Bank PLC. Reg. No. 48639. Reg. Office 54 Lombard Street, London EC3P 3AH.

Anglia Reduces its Mortgage Rate

The Directors of the Anglia Building Society announce that the gross rate of interest on mortgages is to be reduced by 1.125% with immediate effect in respect of new mortgages and from 1st December 1984 on mortgages completed on and after 1st April 1983 and on mortgages which have been subject to a further advance or any re-arrangement since that date.

Borrowers to whom this Notice applies will shortly be notified in writing of their revised Monthly Payments.

Borrowers whose mortgages are not in this category will be advised in writing as to the date on which this reduction will be applied to their mortgage and their revised Monthly Payments.

HEAD OFFICE MOULTON PARK, NORTHAMPTON NN3 1NL
TEL. NORTHAMPTON 435353 (STD 0604)



REVERSE RACISM 'AS DAMAGING AS ANY OTHER FORM'

By CHARLES LAURENCE

CALLS from race relations activists for "positive discrimination" policies aimed at advancing racial minorities should be firmly rejected by the Government, an independent report said yesterday.

The report came from the Social Affairs Unit, an educational charity.

It said that there was a growing trend in the "race relations industry" to call for "positive" or "reverse" discrimination to favour blacks or Asians in housing, jobs and education.

This "industry" included the Commission for Racial Equality, a Government quango.

The report, "Reversing Racism: Lessons from America," said that quota systems imposed in America to ensure that the levels of blacks in local industry, for instance, equalled their strength in the population had backfired and tended to worsen, rather than improve, race relations.

It called on the Commission for Racial Equality to "go some way towards earning its £8,000,000-a-year public subsidy" by making a clear published statement to employers and local education and housing authorities that "reverse racism" was as damaging as any other form of racism.

Ideological blinkers

The report also suggests that the "increasing number of race relations activists funded by the taxpayer" should remove their ideological blinkers to realise that the American experiment with reverse racism had failed.

Analysing the American experience, Prof Kenneth Holland of the University of Vermont said that racial quotas negatively affected the attitudes of whites towards blacks, the self-image of blacks and their attitudes towards whites.

He pointed out that being members of minority races had

not stopped Jews and Orientals out-performing whites and said: "The truth is that many proponents of racial preference fear that blacks may be genetically inferior to whites, and thus believe that blacks cannot make it on their own and must, accordingly, be granted preferment."

Prof Holland said that black failure was rarely due to discrimination. "The real cause of failure today is black attitudes and values, which are due to cultural differences between blacks and whites."

Mr Geoffrey Parkins, a lecturer at the Willsden Polytechnic, said in the second half of the report that racism "is not widespread" in Britain.

But this would never be believed from the recent outpourings of the race relations industry.

The crucial difference between race policies was between those advocating "equal opportunity" and those advocating "equal outcome" and using quotas to achieve it.

Positive discrimination was illegal in Britain under the Race Relations Act of 1976, and recognised to be so by the commission.

"However, a review of the relevant literature clearly shows that Britain is in danger of moving, as did the USA, from a concept of equality of opportunity to a new concept of equality, involving equality of outcome," said Mr Parkins.

The report concluded that "government positive racism is as dangerous as individual negative racism."

Reversing Racism: Lessons from America, published by the Social Affairs Unit, 101 Regent Street, London W1B 2AH.

Housebuyers 'face years of confusion'

By TERENCE SHAW
Legal Correspondent

BUYERS and sellers of houses will face a bewildering array of competing conveyancing systems once the solicitors' monopoly of conveyancing has been abolished, Mr David Tench, a solicitor and legal officer of the Consumers' Association, has predicted.

Consumers would be confused about the virtues of different computer-backed conveyancing systems on offer from solicitors, licensed conveyancers and others.

This confusion and "perhaps disarray" in some quarters could last two to five years before a streamlined system emerged.

Mr Tench, who helped promote the Private Member's Bill in the last session of Parliament to end the solicitors' monopoly, was speaking at a London conference organised by the Society for Computers and Law on "Conveyancing after the Bombshell."

Legislation enabling licensed conveyancers to compete with solicitors will form a main part of an Administration of Justice Bill that the Government hopes to introduce in the House of Lords before Christmas.

OFFICER SUSPENDED

The Director of Public Prosecutions has decided to take no action against a Derbyshire police inspector, suspended in September after allegations of unlicensed fruit machines were set up at Chilwell Army depot, near Nottingham, where policemen are staying during the miners' dispute. The officer remains suspended.



Mr Michael Portillo, 31, a political adviser to Mr Lawson, who has been selected to fight the Enfield Southgate by-election on December 13 for the Conservative Party.

'Auditors will act' if councils break law

By JOHN GRIGSBY Local Government Correspondent

DISTRICT auditors will not sit back and watch local councils breaking the law by not setting a rate, the Audit Commission said in its first annual report, published yesterday.

Some local councils which would have their rates limited or "capped" next year have announced that they will not set a rate.

But the commission, the Government's watchdog charged with overseeing council spending and ensuring that the ratepayers receive value for money, says it "has a duty to point out that the auditors will take whatever action is needed on a timely basis, if any local authority fails in its legal duty to make a rate or precept required by law."

Mr John Banham, the Controller of Audit, said: "If the law of the land is not followed, the auditor has a duty to act and will act. He will not sit on his hands."

In Liverpool this year, the district auditor warned members of the Labour-controlled council that they could be surcharged and disqualified from office if money was lost as a result of their failure to make a rate.

The commission is particularly critical of the failure of many local councils to reform their bonus schemes. Total bonus payments to refuse collection leaders and drivers alone now total £60 million in England and Wales.

The commission found that high bonuses were far from being associated with high productivity.

Teaching hours

Another area where the commission finds scope for economies is further education. Nearly one-third of the colleges it examined had made savings of £600,000 or more.

There were many examples of failure to use fully the teaching hours available under local authority agreements. It was not unusual for teaching weeks to be only 33 a year.

Audit Commission First Annual Report and Accounts 1984-85, £2.50.

GLC's ARTS POLICY IS 'TOTAL MESS'

By Our Local Government Correspondent

THE Conservative Opposition on the Greater London Council is to question Mr Peter Pitt, chairman of the Arts and Recreation Committee, about the whereabouts of the council's art collection.

He will be asked what action is being taken to display the collection which has been unofficially estimated at being worth over £2 million.

The council's Labour leadership has said that it intends to show its collection in the Hayward Gallery where it has given the Arts Council notice to quit, though the commitment to the major exhibitions programme is being honoured.

Storing admitted

Mr Robert Hughes, Conservative spokesman on the Arts, said: "GLC policy on the arts is a total mess. They have a commitment to showing works of art, though they admit they are storing their own works of art."

The council denied that Dr Alan Tomkins, its arts adviser, had said, as claimed in a newspaper report yesterday, that the collection had been hidden so that it could not be sold to meet the cost of rate-capping.

WINE DATA BANK

Computers are to be introduced in Peter Dominick's 460 wine shops from the New Year to advise customers of which wines to drink with 220 selected popular meals.

GLC in clash over abolition savings

By OUR LOCAL GOVERNMENT CORRESPONDENT

MR JENKIN, Environment Secretary, and Mr Kenneth Livingstone, leader of the Greater London Council, clashed yesterday over the likely savings or costs of abolishing the Greater London Council.

The Government is expected to announce today, when it publishes the Bill abolishing the GLC and the six metropolitan county councils, that the move will save about £100 million — half of it in London.

But Mr Livingstone, working on figures produced by Mr Maurice Stonefrost, the GLC Director-General, said abolition would cost £25 million in the first year and £32 million in extra costs in succeeding years.

The GLC produced a detailed breakdown by Mr Stonefrost, who is president of the Chartered Institute of Public Finance and Accountancy.

He estimates that transitional costs will total £65 million in the first year. This would be made up of about £20 million in staff redundancy payments, £25 million in the cost of administration, including setting up the new joint boards, quangoes and management structures in the boroughs, and £20 million on computers and new equipment to replace incompatible systems for the successor authorities.

On top of this, Mr Stonefrost calculates that it will cost £15 million more a year to pay off the London debt because the GLC can borrow money more cheaply than the individual boroughs and bodies.

New rented accommodation for staff now in County Hall which the Government intends to sell, would cost £10 million a year.

The continuing costs of computer reorganisation would account for another £5 million and those of redundancy pay-

PLANT A TREE FOR JUST £1
Send a £1 cheque to your local authority or to the National Tree Foundation, 101 Regent Street, London W1B 2AH. Reg. Charity No. 25701.

CARPHONES
DIRECT-DIAL OR CELLULAR? YOUR CHOICE NOW.
FOR ADVICE FOR RANGE FOR ACTION
THE Carphone COMPANY
01-586 9882

All prices correct at time of going to press.
Offers apply until Christmas Eve 1984.
All items subject to stock availability.

GIFT SCANNER

PRACTICAL GIFTS

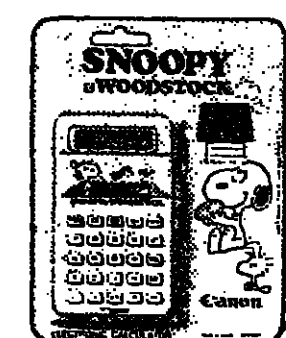
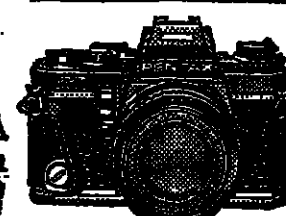


Boots 35mm
4 Film Pack
£4.99

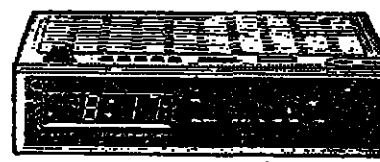


Boots Disc Film
4 Pack £3.99

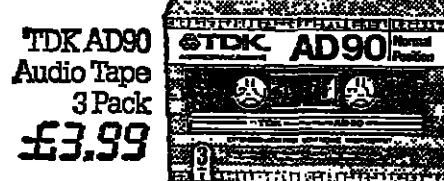
Pentax Program A
SLR Camera
£178.90



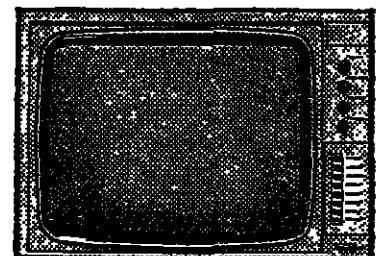
Snoopy
Calculator
£5.95



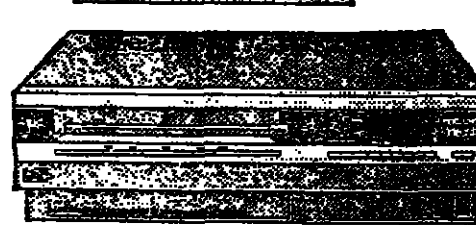
Boots LCR 205 Clock Radio
£15.95



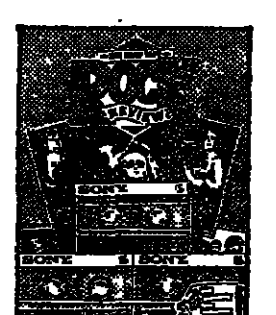
TDK AD90
Audio Tape
3 Pack
£3.99



Ferguson 37140 14" Portable
Colour TV
£164.90



Ferguson 3V38 VHS Video Recorder
£389.90



Sony HFS 90 Audio
Tape 3 Pack
£4.49



Unican
Three Week
Home Wine
Kit £2.89
£2.49



Winemakers
Beginners Kit
£8.45



Boots Pocket 110EF
Camera Outfit
£16.95

Simple Cook Range: Complete
Herb Jars each
£1.95



Complete
Pie Maker
£3.50

Complete
Garlic Set
£2.95



Ceramic Animal
Novelties:

Chicken Egg
Holder £7.95

Mouse Salt &
Pepper Set £5.50

Hippo Toast Rack £6.50

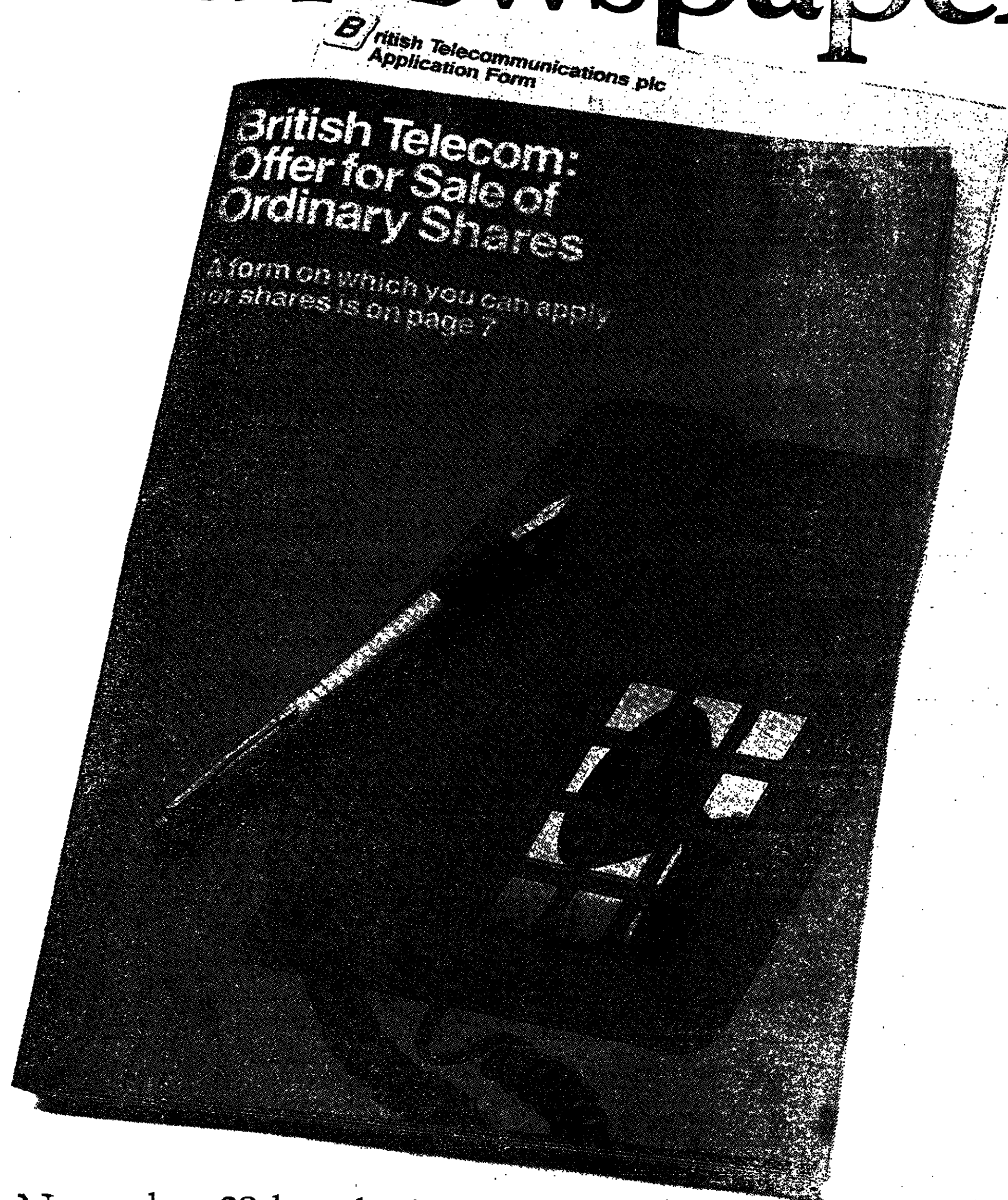
Mouse Cheese Plate £6.95



THE BEST
FOR CHRISTMAS

150

Out now. In banks, post offices and newspapers.



November 28th is the last day for receipt of applications to buy British Telecom shares.

A prospectus, containing an application form, will be published in this newspaper on Saturday.

Or you can get one from your bank, post office, or financial adviser.

Are you going to share in British Telecom's future?

The Mobile Telephone Revolution is HERE!

You are out of touch, uninformed and out of control. — Just think about it. — Just 12,000 business miles each year equals six working weeks wasted behind the wheel!

Find out how National Radiofone will revolutionise your business. CALL FREEPHONE NATIONAL CAR TELEPHONES, or post the freepost coupon. Now.



National Radiofone
NORTH COMMUNICATIONS

National Radiofone Limited, FREEPOST, Shirley, Solihull, West Midlands B90 1BE.

National Radiofone Limited, FREEPOST, Shirley, Solihull, West Midlands B90 1BE.

Name _____

Company _____

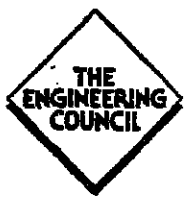
Address _____

The Engineering Council

The Engineering Council was established by Royal Charter in 1981 to promote engineering for the public benefit in the United Kingdom, to encourage its efficiency and competitiveness and to control the education, training and experience required of those admitted to its Register.

The Council works with and through nominated bodies which are professional institutions having engineering as their sole or substantial interest. The Royal Charter requires the Council to publish a Second List of Nominated Bodies during 1985 which is open to any institutions who qualify whether or not they are included in the present list.

Any professional institution not already in contact which feels it may be interested in an association with the Council is invited to write in the first instance to



Professor J C Levy OBE CEng
Director—the Engineering Profession

The Engineering Council
Canberra House, Maltravers Street
London WC2R 3ER

'Deep-seated airport plot' denied

TORIES FEAR GREEN LIGHT FOR STANSTED DEVELOPMENT

By WILLIAM WEEKES Parliamentary Staff
CONSERVATIVE fears that Stansted in Essex will be developed as the third London airport quickly surfaced in the Commons yesterday during second reading of a Bill to limit aircraft movements at Heathrow.

Some Conservative back-benchers were anxious that the Bill could be the green light for a big expansion at Stansted even before the report on the Stansted Inquiry was published.

MPs on both sides representing areas well away from the south-east were concerned that a large-scale development of Stansted would be detrimental to regional airports such as Manchester International.

Critics of the Bill included Mr JOHN WILKINSON (Ruislip-Northwood), chairman of the Conservative civil air transport committee, who condemned it as "unworthy" and damaging to the interests of those who worked in civil aviation. He urged Conservative MPs to vote against it.

Mr RIDLEY explained that the Bill gave powers to limit aircraft movements at Heathrow to 275,000 a year and honoured a pledge the Government had given in 1979.

The House had repeatedly been told that the Government intended to implement the limit and that the question of a plot, Mr Ridley said.

Mr RIDLEY said the Bill was necessary to have the limiting arrangements known before the International Air Transport Association's scheduling conference next June, when "slots" at 50 leading airports around the world would be allocated.

Mr RIDLEY said the Bill was necessary to have the limiting arrangements known before the International Air Transport Association's scheduling conference next June, when "slots" at 50 leading airports around the world would be allocated.

Mr RIDLEY said the Bill was necessary to have the limiting arrangements known before the International Air Transport Association's scheduling conference next June, when "slots" at 50 leading airports around the world would be allocated.

Mr RIDLEY said the Bill was necessary to have the limiting arrangements known before the International Air Transport Association's scheduling conference next June, when "slots" at 50 leading airports around the world would be allocated.

users and then to allow airlines to trade "slots" among themselves.

Mrs DUNWOODY, Labour Transport spokesman, accused the Government of taking panic measures to solve capacity problems which had existed for a long time at Heathrow.

She feared the Bill would pre-empt the inspector's report on Stansted and decisions on the future of Prestwick airport in Scotland.

Describing the Bill's timing as "extraordinary," Mrs Dunwoody said the Government was taking enormous powers with implications far beyond simple environmental and technical issues.

"In rushing this Bill before the House, the Transport Secretary is blocking off basic decisions in relation to airports not only in the south-east but throughout Britain."

Sir HUMPHREY ATKINS (C. Spelthorne), whose constituency includes part of Heathrow, said a reduction in aircraft movement was the most effective way of giving relief to people living near the airport. There was a limit on what people should be asked to suffer.

Mr LEWIS CARTER-JONES (Lab. Eccles) said the Bill was about building an international airport at Stansted. People in the regions were getting sick and tired of the Government sucking wealth into the South-East.

Mr STEPHEN ROSS (Lib. Isle of Wight, opposing the Bill) said much greater use should be made of regional airports, including Manchester, Birmingham, Leeds and Cardiff, but they had to have access into Heathrow and Gatwick.

Manchester airport also had to have a rail link. There could be limited expansion at Stansted, up to two to three million passengers instead of the present half-a-million.

"The Bill is premature, almost certainly unfair to smaller operators, and it is not particularly helpful to our regional airports."

Mr WILKINSON, rejecting Mr Ridley's claim that the Bill was not intended to go to either Gatwick or Stansted, said aircraft shunted out of Heathrow would have Stansted.

It was "crazy" for the Conservative party, who were supposed to support the private sector, not to take account of their wishes for more air movements at Heathrow.

Mr ALAN HASELHURST (C. Saffron Walden) said the Government's move to limit air traffic movements at Heathrow would make the prospects of a



Mr WILKINSON: Damaging to the interests of civil aviation workers.



Mr MONTGOMERY: Bill could be the thin end of the wedge.

free and fair decision at Stansted negligible.

Mr JERRY HAYES (C. Harlow) said that, as Ministers would be in a quasi-judicial position over the outcome of the Stansted inquiry, the most honourable course for the Government was to allow a free vote.

IATA PROTEST

Limit 'unjustified'

Our AIR CORRESPONDENT writes: The International Air Transport Association protested in Geneva yesterday against Britain's plan to put a ceiling on aircraft movements at Heathrow.

"In view of the vastly improved noise characteristics of the modern aircraft now being used at Heathrow and the mandatory withdrawal of the noisier aircraft types from 1986, the airlines feel that the imposition of the limit is unjustified," the IATA statement said.

HELP PLANNED FOR DEBTOR COUNTRIES

By Our Parliamentary Staff

Britain is to assist debtor countries which have taken steps to deal with their financial crises, Mr CHANNON, Minister for Trade, told the Commons yesterday.

He said he hoped to be able soon to announce that the Export Credits Guarantee Department would maintain a register of British exports going to such countries.

Mr TIM YEO (C. S. Suffolk) said that while irresponsible credit ran the risk of further defaulting, it was in the interests of British exporters to see that adequate credit was available to those countries taking steps to emerge from their debt crises.

Mr YEO said that while irresponsible credit ran the risk of further defaulting, it was in the interests of British exporters to see that adequate credit was available to those countries taking steps to emerge from their debt crises.

CONCERN ON CUTS IN RESEARCH

By WALTER ABURN Parliamentary Staff

GOVERNMENT cuts in spending on basic and applied research, while Britain's main industrial competitors spent more, gave cause for concern, Lord SHERFIELD (Ind.) said in the Lords yesterday.

It was time to monitor the effect of cash limits set by the Treasury, he said during a debate on the work of the research councils.

Government policy here ran counter to the wholly admirable objective of improving industrial performance and our competitiveness as a trading nation.

Earl JELLCOE, chairman of both the Medical Research Council and the British Overseas Trade Board, said that our ability to earn our keep through exports depended largely on industrial and companies with a high scientific and technological content.

Almost extraordinary possibilities within the grasp of medical researchers could bring great benefits to our health and to the nation's economy. But our ability to grasp them depended on cash which was lacking.

Research hamstrung Training awards to universities had been cut by a third this year. If continued their ability to finance new opportunities in medical research would be hamstrung by a shortage of trained workers.

Lord WALTON (Soc Dem) said it was frightening that our spending on science and engineering research lagged far behind that of the United States, Japan and West Germany. All three spent 30 per cent more than we did.

Lord GROSSON (Lab) said that as a nation we were becoming technologically obsolescent. There had to be more basic and applied research and product development plus a supply of well-trained, capable people who could recover the lost ground.

It was nonsense to send the seed corn to the miller to pay for tax cuts.

Today in Parliament

HOUSE OF LORDS
3:00: Ordinance Bill, 3rd rdg; Legal Aid Regulations—England and Scotland; Food and Environment Protection Bill, 2nd rdg; debate on the state of non-vehicular piers on the Firth of Clyde.

HOUSE OF COMMONS
2:30: Debate on public expenditure on overseas aid; Friendly Societies Bill, 2nd reading.

STATISTICIAN

Build a career with Ford in caring about quality.

The Product Quality and Reliability Office at the European headquarters in Essex, tracks the durability, quality and reliability of Ford products and works with Product Planning, Engineering, Manufacturing and Service to achieve "best in class" position.

A vacancy exists for a Statistician to analyse and interpret a wide range of internal and external sourced data and to work with statisticians in other areas of the company. Design of sample surveys and improving the efficiency of existing systems and procedures will be additional responsibilities.

The successful candidate will therefore need to be able to converse at all levels up to senior management and to operate both on specific assignments and projects devised entirely on his/her own initiative. He or she will also act as representative of the department on certain committees. Travel in the UK and throughout Europe could be necessary.

A degree in Statistics or an Engineering Degree with a post graduate qualification in Statistics will be essential. At least five years' experience in industry with a good knowledge of quality systems for consumer products is desirable.

A salary of around £12,000 (currently under review) according to experience, will be complemented by an extremely attractive benefits package, including a Special Car Purchase Plan.

Please telephone or write for an application form to: Nick Potts, Staff Personnel Officer, Room 1/181, Ford Motor Company Limited, Eagle Way, Warley, Brentwood, Essex. Telephone: Brentwood (0277) 252217.



WANTED: SLIGHTLY USED EXECUTIVES

If you are an able, experienced executive or professional person, yet somehow are not making the most of your potential, perhaps you need a new approach to your career. To learn how 'slightly used' executives have profitably renewed their careers, telephone for a free, confidential appointment — or send us your C.V.

CHUSID
The Professionals in Career Development

London: 01-580 5771, 35-37 Fitzroy St., W1P 8AP
Bristol: 0272 22247, 11, 13, 15, 17, 19, 21, 23, 25, 27, 29, 31, 33, 35, 37, 39, 41, 43, 45, 47, 49, 51, 53, 55, 57, 59, 61, 63, 65, 67, 69, 71, 73, 75, 77, 79, 81, 83, 85, 87, 89, 91, 93, 95, 97, 99, 101, 103, 105, 107, 109, 111, 113, 115, 117, 119, 121, 123, 125, 127, 129, 131, 133, 135, 137, 139, 141, 143, 145, 147, 149, 151, 153, 155, 157, 159, 161, 163, 165, 167, 169, 171, 173, 175, 177, 179, 181, 183, 185, 187, 189, 191, 193, 195, 197, 199, 201, 203, 205, 207, 209, 211, 213, 215, 217, 219, 221, 223, 225, 227, 229, 231, 233, 235, 237, 239, 241, 243, 245, 247, 249, 251, 253, 255, 257, 259, 261, 263, 265, 267, 269, 271, 273, 275, 277, 279, 281, 283, 285, 287, 289, 291, 293, 295, 297, 299, 301, 303, 305, 307, 309, 311, 313, 315, 317, 319, 321, 323, 325, 327, 329, 331, 333, 335, 337, 339, 341, 343, 345, 347, 349, 351, 353, 355, 357, 359, 361, 363, 365, 367, 369, 371, 373, 375, 377, 379, 381, 383, 385, 387, 389, 391, 393, 395, 397, 399, 401, 403, 405, 407, 409, 411, 413, 415, 417, 419, 421, 423, 425, 427, 429, 431, 433, 435, 437, 439, 441, 443, 445, 447, 449, 451, 453, 455, 457, 459, 461, 463, 465, 467, 469, 471, 473, 475, 477, 479, 481, 483, 485, 487, 489, 491, 493, 495, 497, 499, 501, 503, 505, 507, 509, 511, 513, 515, 517, 519, 521, 523, 525, 527, 529, 531, 533, 535, 537, 539, 541, 543, 545, 547, 549, 551, 553, 555, 557, 559, 561, 563, 565, 567, 569, 571, 573, 575, 577, 579, 581, 583, 585, 587, 589, 591, 593, 595, 597, 599, 601, 603, 605, 607, 609, 611, 613, 615, 617, 619, 621, 623, 625, 627, 629, 631, 633, 635, 637, 639, 641, 643, 645, 647, 649, 651, 653, 655, 657, 659, 661, 663, 665, 667, 669, 671, 673, 675, 677, 679, 681, 683, 685, 687, 689, 691, 693, 695, 697, 699, 701, 703, 705, 707, 709, 711, 713, 715, 717, 719, 721, 723, 725, 727, 729, 731, 733, 735, 737, 739, 741, 743, 745, 747, 749, 751, 753, 755, 757, 759, 761, 763, 765, 767, 769, 771, 773, 775, 777, 779, 781, 783, 785, 787, 789, 791, 793, 795, 797, 799, 801, 803, 805, 807, 809, 811, 813, 815, 817, 819, 821, 823, 825, 827, 829, 831, 833, 835, 837, 839, 841, 843, 845, 847, 849, 851, 853, 855, 857, 859, 861, 863, 865, 867, 869, 871, 873, 875, 877, 879, 881, 883, 885, 887, 889, 891, 893, 895, 897, 899, 901, 903, 905, 907, 909, 911, 913, 915, 917, 919, 921, 923, 925, 927, 929, 931, 933, 935, 937, 939, 941, 943, 945, 947, 949, 951, 953, 955, 957, 959, 961, 963, 965, 967, 969, 971, 973, 975, 977, 979, 981, 983, 985, 987, 989, 991, 993, 995, 997, 999, 1001, 1003, 1005, 1007, 1009, 1011, 1013, 1015, 1017, 1019, 1021, 1023, 1025, 1027, 1029, 1031, 1033, 1035, 1037, 1039, 1041, 1043, 1045, 1047, 1049, 1051, 1053, 1055, 1057, 1059, 1061, 1063, 1065, 1067, 1069, 1071, 1073, 1075, 1077, 1079, 1081, 1083, 1085, 1087, 1089, 1091, 1093, 1095, 1097, 1099, 1101, 1103, 1105, 1107, 1109, 1111, 1113, 1115, 1117, 1119, 1121, 1123, 1125, 1127, 1129, 1131, 1133, 1135, 1137, 1139, 1141, 1143, 1145, 1147, 1149, 1151, 1153, 1155, 1157, 1159, 1161, 1163, 1165, 1167, 1169, 1171, 1173, 1175, 1177, 1179, 1181, 1183, 1185, 1187, 1189, 1191, 1193, 1195, 1197, 1199, 1201, 1203, 1205, 1207, 1209, 1211, 1213, 1215, 1217, 1219, 1221, 1223, 1225, 1227, 1229, 1231, 1233, 1235, 1237, 1239, 1241, 1243, 1245, 1247, 1249, 1251, 1253, 1255, 1257, 1259, 1261, 1263, 1265, 1267, 1269, 1271, 1273, 1275, 1277, 1279, 1281, 1283, 1285, 1287, 1289, 1291, 1293, 1295, 1297, 1299, 1301, 1303, 1305, 1307, 1309, 1311, 1313, 1315, 1317, 1319, 1321, 1323, 1325, 1327, 1329, 1331, 1333, 1335, 1337, 1339, 1341, 1343, 1345, 1347, 1349, 1351, 1353, 1355, 1357, 1359, 1361, 1363, 1365, 1367, 1369, 1371, 1373, 1375, 1377, 1379, 1381, 1383, 1385, 1387, 1389, 1391, 1393, 1395, 1397, 1399, 1401, 1403, 1405, 1407, 1409, 1411, 1413, 1415, 1417, 1419, 1421, 1423, 1425, 1427, 1429, 1431, 1433, 1435, 1437, 1439, 1441, 1443, 1445, 1447, 1449, 1451, 1453, 1455, 1457, 1459, 1461, 1463, 1465, 1467, 1469, 1471, 1473, 1475, 1477, 1479, 1481, 1483, 1485, 1487, 1489, 1491, 1493, 1495, 1497, 1499, 1501, 1503, 1505, 1507, 1509, 1511, 1513, 1515, 1517, 1519, 1521, 1523, 1525, 1527, 1529, 1531, 1533, 1535, 1537, 1539, 1541, 1543, 1545, 1547, 1549, 1551, 1553, 1555, 1557, 1559, 1561, 1563, 1565, 1567, 1569, 1571, 1573, 1575, 1577, 1579, 1581, 1583, 1585, 1587, 1589, 1591, 1593, 1595, 1597, 1599, 1601, 1603, 1605, 1607, 1609, 1611, 1613, 1615, 1617, 1619, 1621, 1623, 1625, 1627, 1629, 1631, 1633, 1635, 1637, 1639, 1641, 1643, 1645, 1647, 1649, 1651, 1653, 1655, 1657, 1659, 1661, 1663, 1665, 1667, 1669, 1671, 1673, 1675, 1677, 1679, 1681, 1683, 1685, 1687, 1689, 1691, 1693, 1695, 1697, 1699, 1701, 1703, 1705, 1707, 1709, 1711, 1713, 1715, 1717, 1719, 1721, 1723, 1725, 1727, 1729, 1731, 1733, 1735, 1737, 1739, 1741, 1743, 1745, 1747, 1749, 1751, 1753, 1755, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1771, 1773, 1775, 1777, 1779, 1781, 1783, 1785, 1787, 1789, 1791, 1793, 1795, 1797, 1799, 1801, 1803, 1805, 1807, 1809, 1811, 1813, 1815, 1817, 1819, 1821, 1823, 1825, 1827, 1829, 1831, 1833, 1835, 1837, 1839, 1841, 1843, 1845, 1847, 1849, 1851, 1853, 1855, 1857, 1859, 1861, 1863, 1865, 1867, 1869, 1871, 1873, 1875, 1877, 1879, 1881, 1883, 1885, 1887, 1889, 1891, 1893, 1895, 1897, 1899, 1901, 1903, 1905, 1907, 1909, 1911, 1913, 1915, 1917, 1919, 1921, 1923, 1925, 1927, 1929, 1931, 1933, 1935, 1937, 1939, 1941, 1943, 1945, 1947, 1949, 1951, 1953, 1955, 1957, 1959, 1961, 1963, 1965, 1967, 1969, 1971, 1973, 1975, 1977, 1979, 1981, 1983, 1985, 1987, 1989, 1991, 1993, 1995, 1997, 1999, 2001, 2003, 2005, 2007, 2009, 2011, 2013, 2015, 2017, 2019, 2021, 2023, 2025, 2027, 2029, 2031, 2033, 2035, 2037, 2039, 2041, 2043, 2045, 2047, 2049, 2051, 2053, 2055, 2057, 2059, 2061, 2063, 2065, 2067, 2069, 2071, 2073, 2075, 2077, 2079, 2081, 2083, 2085, 2087, 2089, 2091, 2093, 2095, 2097, 2099, 2101, 2103, 2105, 2107, 2109, 2111, 2113, 2115, 2117, 2119, 2121, 2123, 2125, 2127, 2129, 2131, 2133, 2135, 2137, 2139, 2141, 2143, 2145, 2147, 2149, 2151, 2153, 2155, 2157, 2159, 2161, 2163, 2165, 2167, 2169, 2171, 2173, 2175, 2177, 2179, 2181, 2183, 2185, 2187, 2189, 2191, 2193, 2195, 2197, 2199, 2201, 2203, 2205, 2207, 2209, 2211, 2213, 2215, 2217, 2219, 2221, 2223, 2225, 2227, 2229, 2231, 2233, 2235, 2237, 2239, 2241, 2243, 2245, 2247, 2249, 2251, 2253, 2255, 2257, 2259, 2261, 2263, 2265, 2267, 2269, 2271, 2273, 2275, 2277, 2279, 2281, 2283, 2285, 2287, 2289, 2291, 2293, 2295, 2297, 2299, 2301, 2303, 2305, 2307, 2309, 2311, 2313, 2315, 2317, 2319, 2321, 2323, 2325, 2327, 2329, 2331, 2333, 2335, 2337, 2339, 2341, 2343, 2345, 2347, 2349, 2351, 2353, 2355, 2357, 2359, 2361, 2363, 2365, 2367, 2369, 2371, 2373, 2375, 2377, 2379, 2381, 2383, 2385, 2387, 2389, 2391, 2393, 2395, 2397, 2399, 2401, 2403, 2405, 2407, 2409, 2411, 2413, 2415, 2417, 2419, 2421, 2423, 2425, 2427, 2429, 2431, 2433, 2435, 2437, 2439, 2441, 2443, 2445

SENIOR MECHANICAL DEVELOPMENT ENGINEER

A Challenging Appointment in Transducer Engineering

CPC Instrumentation Limited, a leading manufacturer of transducer instrumentation, is seeking a Senior Mechanical Development Engineer for its R&D department. The successful candidate will be responsible for the design and development of new products, working closely with the sales and marketing departments. The role involves a high level of technical expertise and a strong ability to work to deadlines. The successful candidate will be based in our R&D department in the Midlands. The position offers a competitive salary and excellent benefits. Interested applicants should send their CVs to: **PER, Personnel Recruitment, 100, The Moor, Sheffield S1 4PQ.**

CEC INSTRUMENTATION
CEC Instrumentation Limited, Lennox Road, Basingstoke, Hampshire, RG24 0AA. Telephone: (0256) 20244.

PRODUCTION ENGINEERING MANAGER

Miliflex Seals are specialist rubber engineers and market a broad range of rubber and metal bonded products. To meet their current expansion programme, Miliflex have a requirement for a Production Engineering Manager who can bring additional drive and innovation to their production management team. This is a new appointment and the candidate will be responsible for all aspects of production engineering within the company. Candidates should be professionally qualified and have gained at least 10 years experience in production engineering preferably within the plastics moulding industry. Experience in tool design, tool manufacture, moulding and extrusion techniques and cost reduction would be of particular advantage. The preferred age range is 28 to 40. Terms and conditions of employment are designed to attract a high calibre candidate, keen to make his mark in a progressive company. The salary is negotiable and the future career development is excellent for a candidate with ambition and the determination to succeed. Candidates with the appropriate qualifications and experience should write with full personal and career details to: **P.J. Bell, The Miliflex Group of Companies, Moorside Road Winchester Hampshire SO23 7SE.**

Boiler/Pressure Vessel Engineer Surveyor

Good salary + Car + Benefits

As one of the country's leading Engineering Groups, Eagle Star can offer a genuine and rewarding position to a qualified Engineer Surveyor (male/female) in the Northamptonshire area. The nature of our business means that the inspections we undertake are many and varied and our Engineer Surveyors need initiative as well as a sound knowledge of the relevant codes and standards. Our Engineer Surveyors should have served a full engineering apprenticeship and have subsequent experience in Boilers, Pressure Vessels and similar equipment and be qualified to DTI First Class Certificate (Steam), HNC or equivalent award. This position carries an extremely attractive remuneration package, including a generous salary, company car, subsidised home purchase scheme, non-contributory pension scheme and discount on personal insurance. Relocation assistance will be given where necessary. It offers you a good rewards and a worthwhile career - write now with brief details of career and qualifications, to: **The Chief Engineer, Eagle Star Group Engineering Insurance Limited, 24 Bagley Road, Epsom, Surrey, Surrey RH10 2PQ.**

Eagle Star

Recent success on advanced engineering projects has created opportunities for

BRIGHT YOUNG ENGINEERS

with a good background knowledge. The positions offered are in the advanced engineering area working in multi-disciplined teams on the fuel systems of tomorrow. If you feel you could make a contribution to the successful development of high technology products and are experienced in one or more of the following fields:

- APPLIED ELECTRONICS
- SYSTEMS
- HYDRAULICS
- DIESEL ENGINES
- APPLICATIONS

Then we would like to hear from you. Opportunities for: **MORE EXPERIENCED APPLICANTS** Include the control of customer related projects involving some overseas travel. Please apply giving brief details of age, qualifications and experience to:

The Engineering Manager, **SGRD LTD., Concord Road, London W3 6SE**

PHARMACEUTICALS/HEALTH CARE

OUR CLIENT is the U.K. subsidiary of a major American, multi-national pharmaceutical and health care corporation. The U.K. operation has experienced dramatic growth over the last 7 years and has plans for further expansion in sales and personnel. **2 OPPORTUNITIES** Are being created for experienced pharmaceutical sales professionals with a demonstrable record of achievement, particularly in the hospital environment. Aged between 28-40 you must be capable of taking full responsibility for a large territory, selling to specialised hospital consultants. You must also have the ability and desire to be in the future. People currently earning less than £10,000 p.a. basic will probably not be sufficiently qualified for these positions. The ideal location for these two territories will be around the MIDLANDS and LONDON. **1 OPPORTUNITY** Also exists for a vacancy in SCOTLAND. This person must possess the right degree of acumen to enable the individual to sell at both retail and hospital physician levels. Please telephone Peter Hughes today or tomorrow or write in the strictest confidence enclosing your C.V.

Recruitment Division
55 High Street, Marlow, Bucks. SL7 1BA
Telephone: Marlow (06284) 75204

JOBS HUNTERS

For a free job hunting information pack and weekly details on the recruitment market place including over 450 new jobs - ring Kevin Edwards on (0742) 704585 or write to PER, Moorfoot, Sheffield S1 4PQ.

Sales Engineer

£15,000 + car Washington, Tyne & Wear
Our client is Northern Europe's leading manufacturer of injection-moulded plastic components, and is opening a UK factory utilising the latest manufacturing technology. After a 12 month training period in Finland, the successful applicant will be responsible to the Factory Manager for the company's sales effort, mainly in the North and Scotland, and will be taking over already established clients and pursuing new markets. Candidates, aged 28-45, must be qualified to a minimum of HND and have experience of selling small injection-moulded components. Send cv or telephone John Brady for job description and application form. **PER, Centre House, Cloth Market, Newcastle upon Tyne NE1 3EE. (0632) 618418.**

Export Sales Manager

£12,000 + car Hull based
Laser Applications Ltd - a successful UK company which has recently developed a highly sophisticated laser-based product marking system for the packaging industry - needs an experienced export sales specialist to further develop European markets. The job will involve the expansion of the existing agency network and the provision of technical and commercial support to all European agents. Considerable travel will be involved. You must have overseas sales experience in a 'fast-track' environment - ideally involving the packaging industry. Excellent rewards and prospects with a very successful, fast-growing organisation. Phone Jane Peake **PER, Hull on (0482) 233671.**

Contracts Co-ordinator

Automation Systems

To £11,500 Swindon, Wilts
This outstanding, 'ground floor' opportunity arises with Fairway Automation, a young, dynamic company, part of a major group, which provides solutions to complex manufacturing problems often through cost-effective robot-based industrial automation systems. Working closely with sales, you will negotiate contract conditions with the customer and subsequently monitor/co-ordinate progress, holding site meetings, agreeing and introducing technical modifications on contracts valued at up to £1m. We wish to hear from Engineers, able to think on their feet and with an appreciation of the commercial implications of contract handling, including critical path analysis and cost control. The rewards include negotiable salary package and the chance of rapid career growth. Send full cv to Robert Little, **PER, Governor House, Station Road, Gillingham, Kent ME13 9TA.**

Engineering Opportunities

My client is a market leader in the field of precision electro-mechanical displacement transducers and associated electronics for industrial and military markets.

Marketing Engineer

To identify and quantify market potential, consider product improvement and convert identified needs into sales, through producing practical specifications and promotional activities. Minimum HNC with sales/marketing or design/development background in a related field. Ability to communicate essential.

Product Engineer

To assist in the design, development and testing of new products and products to customer requirements. To liaise closely with the marketing function on possible product applications and establish after sales support. At least HNC level with a minimum 3 years' design or development experience in a related field. Salaries by negotiation. Useful benefits. Relocation assistance where appropriate. Send full cv to Marie Morley, **PER, Pearl Assurance House, Greyfriars, Cardiff CF1 3AG. (0222) 383286.**

Works Manager

Negotiable + car Brighton area
My clients, a progressive plastics company, seek an experienced Works Manager to assume overall responsibility for the manufacturing unit. The company produces a diverse range of products for technical and industrial uses in the UK and abroad. Its success is due to the commitment of the work force at all levels together with effective production and management systems. Candidates should have a relevant qualification although experience of the plastics industry, while useful, is not necessary. Experience in a manufacturing environment, however, is essential. The successful applicant will be highly motivated with a positive personality, adaptability, good communication skills, and the ability to demonstrate a suitability for progression to a directorship in the medium term. Benefits include a negotiable salary, company pension scheme and a company car. Send full cv and supporting letter to Christopher Martin, **PER, 53 West Street, Brighton BN1 2RL.**

Chief Engineer

Industrial Fastenings Humber-side
Armstrong Fastenings Limited, a subsidiary of Armstrong Equipment plc, is seeking a Chief Engineer to control product development, production engineering and quality. The successful candidate, who will report to the Managing Director of a company which is expanding from a current turnover of £5 million per annum, will be professionally qualified Engineer of considerable experience. An in-depth knowledge of industrial fastenings would be an advantage but is not essential. If you feel you have the right qualifications, please write with full cv, to Mr S Dunkley, Director of Personnel, **Armstrong Fastenings Limited, Gibson Lane, Melton, North Leicestershire, North Humber-side RU14 3BY.**

Sales Engineers

Home based
APV Paramount Ltd, a member of the APV Holdings Group, is one of Europe's largest and most advanced high alloy steel foundries in the production of centrifugal castings for the petrochemical, nuclear and associated industries. They now wish to recruit two Sales Engineers. One will cover London North of the Thames, Northern Home Counties and East Angles, this area is a very active one for selling castings. The other will cover the UK and will sell furnace furniture and allied foundry equipment. Both should have successful engineering sales records. Competitive negotiable salaries are offered, plus a company car and the usual large company benefits. Write with full cv to Mr R. Mackay, **Personnel Manager, APV Paramount Ltd, Manor Royal, Crawley, West Sussex RH10 2QD.**

Group Quality Executive

£15,000 + car West Midlands
This senior new appointment is with a successful group who are leading toolmakers and manufacturers of high volume plastic moulded products. It is seen as vital to their commitment that their blue-chip multinational customers shall see high quality as an expectation, not a hope. Quality responsibility will be total for a multi-site operation, with an early priority being increased operator awareness and involvement in quality maintenance as they progressively move towards more automated production and assembly. Aged up to 40, and preferably educated to at least HNC level, you must be a practical engineer. Previous success in a senior quality role for a high volume manufacturer is considered essential. The benefit package will include a company car, BUPA and relocation assistance while the salary indicated. Write with full cv and references to: **PER, Management Selection Division, PER Head Office, Moorfoot, The Moor, Sheffield S1 4PQ.**

Product Manager

Ink Jet Printing NW Kent
Responsible for the marketing and selling of a range of inkjet printers used in the graphic arts and many other marketing applications, often forming part of a system which the company will also design and supply. Minimum HNC in engineering or marketing, proven experience in selling special purpose equipment, knowledge of graphics industry and reasonable computer understanding are all desirable. Although backed by a substantial engineering department, you must be capable of negotiating technically with customers. Send full cv to Alison Webster, **PER, Suite 5B, 71-75 High Street, Chichester, Kent BN1 5AG.**

Quality Assurance Manager

£10,000 Margate, Kent
PAB Limited, part of a privately owned group who specialise in the manufacture of Strowger and Electronic Telecommunications Systems mainly in the assembly area, are now seeking to recruit a Quality Assurance Manager who can make a significant contribution to both the company and the quality of product. The company enjoys a healthy order book, and is continually developing in new expanding fields. You will be responsible to the Technical Director for the day to day management of staff engaged on the quality control of the respective standards required. This will involve liaison with customers and the manufacturing units. It is essential that the successful candidate be conversant with British Telecom and British Standard specifications, with proven staff management skills and previous quality assurance experience gained in the electro mechanical and telecommunications industry. Remuneration includes a competitive pension scheme, relocation if necessary and opportunity of advancement within the group. Send full cv to Barbara Hunter, **PER, 5 London Road, Maidstone, Kent ME16 5HR.**

Sales Engineers

Negotiable salary + car + benefits
Are you interested in joining a major international company planning further expansion by the appointment of Sales Engineers in London, North Home Counties/East Angles and North Midlands, offering further career opportunities in the UK sales team? Selling into the electronics and electrical industries, you will be responsible for the promotion of a range of electronic standard components including switches, relays and components. Ideally, you will have an electronic/electrical or related qualification but sales awareness and market knowledge are equally important. For details and to arrange an interview, contact Roy Connolly, **Arrow Hart Europe Ltd, Unit 13, Central Park Estates, Staines Road, Hemel Hempstead, Herts. Tel: (01) 572 2248.**

Production Manager

Negotiable salary Dartford, Kent
Vickers Furniture manufacture a complete range of system office furniture, storage and seating products at two manufacturing sites in North West Kent. As a result of expanding requirements during the next two years, our production management team will be deployed in certain key areas. To enable us to plan ahead to meet this situation, we are seeking to recruit an energetic and capable person to join our team as a Production Manager. The successful applicant will be aged 30-40 years, time served, with an HNC or engineering or manufacturing experience. Previous production management is essential to this position, and a knowledge of sheet metalworking and allied processes would be a distinct advantage. We offer an attractive salary together with the usual benefits associated with a large company. Please write, giving details of your career to date, to: **Mr R E Webb, Personnel Manager, Vickers Furniture, PO Box 10, Dartford, Kent.**

Tobacco Industry

South Coast
British-American Tobacco Co Ltd are currently developing a young and enthusiastic team to work on the design and development of new tobacco products, together with the technology for their manufacture through to a stage of commercial viability. This expanding programme has created the following two opportunities:

Process Research Graduate

Candidates should possess at least a first or second class BSc (Hons) in chemistry or chemical engineering, and in order to make an effective contribution to the work, it is essential that candidates should have proven capability of successful innovation in the area of developing and carrying out research projects in a process industry (eg food, chemical, polymer or textile). Ideally, part of their career will have been spent in R&D or pilot plant development.

Senior Process Technician

Also required is a Technician who will be required to develop novel processes for producing new cigarettes, filters and materials, and to provide technical expertise to design and construct bench scale processing plant or test rigs. We would expect candidates to hold an HNC in chemistry or chemical engineering.

Candidates for both appointments should be in their mid-to-late twenties, with appropriate 'hands-on' experience. We offer very competitive salaries, excellent working conditions, flexible working hours (35 hours per five day week), a non-contributory pension scheme and excellent subsidised restaurant facilities. The Centre is located in the South of England close to the New Forest and within easy access of the M27. Please write, or telephone for an application form, to: **Personnel Department, Group Research & Development Centre, British-American Tobacco Co Ltd, Regent's Park Road, Southampton SO9 12R. Telephone (0703) 776891.**

First choice for job hunters

Electronics Project Engineer

Salary from £14,000 negotiable
Based close to Heathrow Airport, Technicolor, one of the world's leading motion picture laboratories, utilises a five-acre site operating 24 hours a day. We are seeking an experienced Electronics Design Engineer who will be responsible for the design and servicing of the company's production systems, backed by a small team of skilled Electronics Technicians. It is essential that applicants are capable of designing servo systems related to speed and tension control, together with the interfacing of microcomputers to industrial systems. Some software design capabilities would be a distinct advantage, whilst supervisory ability is also considered to be important. Applicants with suitable experience will probably be 30 to 50 years of age, hold an HND/BSC qualification in electronics, and have held a responsible position. This position offers challenge and variety with a salary negotiable from £14,000, contributing pension, private life insurance and BUPA membership. Written applications with full cv should be addressed to: **Assistant Chief Engineer, Technicolor Ltd, PO Box 7, Bath Road, West Drayton, Middlesex UB8 3DB. Tel: (01) 759 5432.**

Purchasing Manager

Raw Materials Thames Valley
Nicholas Laboratories, a leading manufacturer of pharmaceuticals, cosmetics and toiletries, require an experienced Raw Materials Purchasing Manager with a proven performance record. The person should preferably be a science graduate with considerable purchasing experience in this field at manager level. Strength of character, negotiating skills, self-governance and an ability to communicate well are prerequisites. A salary circa £12,000 including a company car and relocation assistance will be provided. Applications enclosing cv should be sent to: **Mr A J Harrow, Senior Personnel Officer, Nicholas Laboratories, 225 Bath Road, Slough, Berkshire SL1 4AU.**

Group Engineer

Five figure salary + car Gtr Manchester
This is an opportunity for a chartered or graduate engineer to join the highly professional management services team of a major textile organisation. Based in Manchester but visiting group companies throughout the UK, you will provide a centralised technical advisory role - examining capital expenditure projects, advising on energy conservation, setting up preventive maintenance schemes. Aged 30-40, with qualifications in mechanical or electrical engineering, you must have comprehensive engineering services experience including the evaluation, installation and maintenance of plant in a textile or manufacturing environment. The ability to communicate with local plant management is obviously essential. The rewards include a substantial five figure salary and company car. Send full cv to Val Dixon, **PER, Lowry House, Marble Street, Manchester M2 3AW.**

Works Manager

Attractive salary + benefits SE London
A well-established and prestigious building subcontractor and a specialist in their particular field, my clients are now seeking to recruit a Works Manager. Reporting to the Managing Director, responsible for a workforce of 50, you will ensure the smooth running of all production functions, with emphasis on output, quality and efficiency. You must have a building-related background, coupled with sound works management experience. Qualifications are not as essential as leadership and organisational ability, together with commercial acumen. In return, you will enjoy a rewards package to meet your ambitions. Send full cv, stating current salary, to Alison Webster, **PER, Suite 5B, 71-75 High Street, Chichester, Kent BN1 5AG.**

Export Sales Manager

Attractive salary Northern based
An experienced international Sales Manager is required to join the rapidly developing export division of a major manufacturer of domestic appliances. You will be able to demonstrate previous successful international selling experience of consumer products, through distributors, agents and state trading organisations in Africa, the Far East, Middle East and other developing nations. Aged 28-40, fluency in French or Arabic would be a distinct advantage. The position will require frequent travel in the territory indicated, together with professional commitment to ongoing development of export business to which the company is committed. Prospects, salary and other benefits excellent. Phone Dorothy Thompson **PER, Warrington on (0925) 57153.**

Materials Manager

Yorkshire
We are an important engineering group of companies with a sales turnover in excess of £100 million per annum. A new position is to be created at our shock absorber assembly plant in the City of York, calling for an Executive Materials Manager to take total charge of all aspects of raw materials and component purchasing and procurement; production control; stores and goods receiving; shipping and traffic. The ideal candidate, who will report to the Manufacturing Director, will be 35-45 years, and will have a proven track record in materials management in a fast-moving, high-pressure environment, preferably allied to the motor industry, and must be capable of organising all departments under his control into an cohesive force which will provide his Director with a flexible, flexible and economic service at all times. This is an exciting task and only those applicants with relevant experience and a demonstrably high academic background, desirably to degree level, will be deemed to be worth the five figure salary this position will command. Other benefits will include a company car and family membership of BUPA. If you feel you have the qualifications to fill this post, please apply to: **Mr J F Thompson, Director of Personnel, Armstrong Patents Co Ltd, Gibson Lane, Melton, North Leicestershire, North Humber-side RU14 3BY.**

Sales Representation

Greater London & Home Counties
Additional sales personnel are required for UK sales operation, specialising in fabric sales to garment manufacturers, particularly the dresswear, leisurewear, casualwear and homewear markets. Preferably with ten to fifteen years experience in the textile or allied trades, you will have a proven record of successful sales negotiation. Working with the minimum of supervision within the sales/marketing team, you will be expected to take over existing accounts and be prepared to develop new outlets of positive growth with Wary Knitted Structured Fabrics. Excellent salary package plus company car and other benefits. Key appointments. Send full cv to Carole Tucker, **PER, Lusham House East, Chesham Street, Nottingham NG1 5NS.**

Sales Engineers

High basic + bonus/comm + car Midlands/London & SE
Sack Industrial is an autonomous division of International Radiator Services and is primarily concerned with the manufacture of industrial heat exchanger equipment. The further development of this profitable operation has created openings for Sales Engineers in the Midlands and London/South East. To be considered, you will be aged 24-48, qualified to ONC (Mechanical Engineering) or equivalent, and experienced in, or familiar with, industrial heat exchangers. Previous sales experience, though preferred, is not essential as training will be given to candidates who can show good sales potential combined with strong sales motivational qualities. We offer an excellent basic salary, quarterly bonus, excellent commission scheme, company car, pension and the opportunity to join an expanding and exciting company. Please write or telephone Tony Bourke, Recruitment Officer, International Radiator Services UK, Claybrook Drive, Washford Industrial Estate, Redditch, Wores B96 0DZ, telephone (0527) 26111.

Stock Planner

Required by Philip Morris Ltd, the Stock Planner will control stocks of Marlboro and other international and domestic brands of cigarettes, and plan and control production at the Philip Morris London E16 factory, all in the context of European planning procedures. Present systems are manual but computer-assisted. We are proposing to install microcomputers as aids to production management in the near future. The successful candidate will have an interest in helping to implement EDP systems. He/she will be educated to at least 'A' level standard in maths/statistics and have at least two years' experience, preferably EDP based, of control of finished goods in a large manufacturing environment. A BPCS member must be an experienced applicant. Candidates should be able to drive. Occasional travel to Europe may be necessary. This is a new post in a company which is expanding in the UK. An attractive salary will be paid. Telephone Russell Hardman on (01) 476 4316 for an application form, or write to Philip Morris Limited, Washford Industrial Estate, Redditch, Wores B96 0DZ, Factory Road, London E16 2HB. **Philip Morris**

Sales Engineers

Food Machinery

Attractive salary + car + benefits Cambs
1985 will be an exciting year for Sandvik Jahn. We're projecting an increase in sales turnover and need two additional Sales Engineers to enable us to take full advantage of the opportunities available. Based in Huntingdon, you'll promote and sell our range of chocolate, confectionery and bakery finishing equipment. Some knowledge of chocolate and confectionery equipment and processes would be advantageous but not essential. We seek experienced salesmen with a worldwide reputation for quality and, as a subsidiary of a multi-national corporation, we offer excellent benefits including five weeks' holiday, pension/life insurance, and comprehensive relocation where applicable. Send full cv to telephone for application form to: **Mr A J Aason, Personnel Officer, Sandvik Jahn Ltd, Railway Road, Ilkeley LS29 8JB. (0143) 609505.**

Project & Development Engineers

Attractive negotiable salary S Yorks
Morphy Richards, a leading manufacturer of small, domestic electrical appliances, is a progressive company with an annual turnover exceeding £30 million, require Project and Development Engineers for the design, engineering and development of new and existing products. Previous experience of product design and development of electrical domestic appliances is essential, as is the ability to originate and work with a team of experienced engineers. Applicants are likely to be aged between 30-40, and educated to at least HND level. Salaries are negotiable and reasonable relocation expenses will be met where appropriate. Please write, giving brief career history (including current salary), to Personnel Manager, Morphy Richards, Swinton Works, Mexborough, South Yorkshire S64 8AJ. **morphy richards**

Sales Engineer

£10,000 + car Surrey based
Weyburn Bartel, the largest independent supplier of consultants for both original equipment and aftermarket, wish to appoint a Sales Engineer to develop new business in the aftermarket sector, as well as servicing existing aftermarket customers and some OE accounts throughout the UK. Aged 25-35, applicants will require thorough engineering and technical sales background, minimum ONC qualification, and ideally will have previous experience in the automotive industry. Write to Jill Neal, **Weyburn Bartel Ltd, Epsom, Godalming, Surrey GU8 6LD. Telephone Epsom (0252) 702141.**

Management Opportunities

Would you enjoy the challenge of joining the management team of a fast-moving manufacturing business? Yes! Then this could be just the opportunity for you. Part of the Unilever Group, Buitoni Foods Limited is currently in the middle of a multi-million pound investment programme. On completion of which - 1986 - the company will be among the most advanced in Europe, making use of new technology and methods in materials management, production processes, and staff management. The following vacancies exist:

Production Management

£28,300 Ashford, Kent
In the shift management team, to assume accountability for self-sufficient work groups which share responsibility for achieving their production targets. Aged 24 and above, applicants should be qualified in production engineering, engineering or science and have experience of industrial line management. A major quality will be the candidates skill in achieving results through people. A high level of interpersonal competence and leadership skills is, therefore, essential.

Food Technology

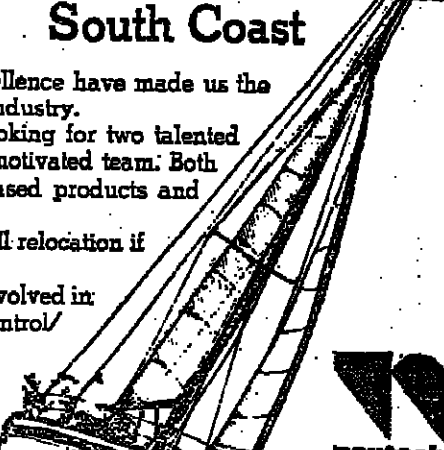
£27,500 Ashford, Kent
To be responsible for identifying, designing, training in, implementing and monitoring production quality control systems. This includes responsibility for ensuring that production teams use these systems to maintain high quality standards. Qualified in food technology or similar, industrial experience an advantage, candidates should demonstrate the ability to communicate, listen and sway at all levels. The excellent benefits of a Unilever Company are offered and salaries where appropriate. Send full cv to Barbara Hunter, **PER, 5 London Road, Maidstone, Kent ME16 5HR.**

Electronic/Software Engineers

up to 15k

Marine Industry South Coast

Our innovative designs and commitment to excellence have made us the world leader in marine autopilots for the leisure industry. To match our continuing growth we are looking for two talented design engineers to join our small and highly motivated team. Both should have experience with microprocessor based products and enjoy a dynamic and expanding environment. An excellent salary is offered together with full relocation if applicable. If you are a software or hardware engineer involved in the design and development of real time control/monitoring applications, and feel you have something to offer, contact: **Mr A. W. Clark, Technical Manager, Nautech Ltd, Anchorage Park, Portsmouth PO3 5TD**



TECHNICAL DIRECTOR (Designate)

Our client, a major public company subsidiary with 100 employees, is South of England based, increasing demand for their specialist range of marine industry products has enabled the operation, which has recently been established in new premises to expand significantly. Responsible for all product engineering activities including development and prototype installation, the appointee will report to the Managing Director as a member of an established management team and will make a vital contribution to future growth. Candidates, chartered engineers of degree standard or equivalent, must have experience in the administration and control of mechanical product development. Leadership, inventiveness and marketing awareness are essential qualities with fluency in German or French an advantage. An attractive five figure salary plus bonus is offered, together with a car, relocation assistance and other fringe benefits. Please apply in writing quoting Ref: 8963 to John Whitmore, B.Sc., C.Eng., M.I.Mech.E., M.Inst.E., Barnett Consulting Group Limited, Fingwood House, River Street, Windsor SL4 1QT Tel: Windsor 58950.

Barnett Consulting Group

Schlumberger

THE BUSINESS

Schlumberger is internationally accepted as one of the world's largest and most successful high technology companies, a major part of which is the Instruments Division.

Schlumberger Transducers are six companies within the Instruments Division who are world leaders in their specialist fields and represent one of the centres of excellence in this increasingly important growth market. A market that requires the critical measurement of data in applications from Aerospace to Oil and Gas.

The strength of this grouping is based on a management and business philosophy that allows clear cut local line reporting responsibilities and a succession planning and career development attitude that is second to none.

Continuing growth has created the following new opportunities:

Production Engineering Manager
"A Degree level Engineer capable of managing the high technology interface between R & D, Production Engineering and Manufacturing... several years experience in a highly sophisticated manufacturing environment."

Senior Manufacturing Engineer

"A Degree in Physics or related subjects... to analyse the properties of materials used and the effect of processes in Manufacturing."

Production Engineer

"A Degree level Mechanical/Electro-mechanical Engineer... two years industrial experience... aged 22 - 26."

Production Manager

"A young experienced Production professional to control the total production activities within the assembly/test and component manufacturing areas."
"The Product range is electro-mechanical / electronic... small batch DEF. STD. 05.21... C.A.A. computerised system for Manufacturing."

Mechanical Engineer

"With good qualifications in Mechanical/Material Engineering... two or more years experience in light engineering particularly related to welding or brazing of small products for use at high temperatures."

Project Managers

"A Degree in Electronics/Physics... to lead small highly motivated teams of R & D engineers working on micro based instruments... appreciation of Software Engineering an advantage."

Senior R & D Engineers

"A Degree in Physics/Mechanics... project based... two years plus experience developing sophisticated mechanical, Electro/Mechanical products."

Software Engineers

"A young graduate to work with Machine code on a Motorola 68000."

"A Senior Engineer to work in high level languages such as Pascal to develop the Software requirements for micro based instruments."

Electronics Engineer

"Modern avionics design... analogue and digital design... programming... 16 bit processors (8086 s) ... VAX based development programming... opto-electronics."

Senior Quality Engineer

"A professional engineer who regards quality as important as quantity... minimum two years industrial experience in progressive manufacturing environment."

Locations in the UK include Hampshire, Northern Home Counties and Sussex. Remuneration packages are above average and include full relocation expenses, non contributory pension scheme and merit related appraisal and development.

To discover more about the world of Schlumberger, simply call Tim Davies on (0992) 552552 and ask to be sent the full information pack specially prepared for this exercise. Alternatively write to him including a full CV at: Macmillan Davies, The Old Vaults, Parliament Square, Hertford, SG14 1PU.

SOLARTRON
Schlumberger

SANGAMO
Schlumberger

WESTON
Schlumberger

SONATEST
Schlumberger

ENERTEC
Schlumberger

SALES EXECUTIVE

A Major Leader In Overnight Delivery With A Commitment to International Service

FEDERAL EXPRESS CORPORATION is the United States' leading overnight delivery carrier of high-priority goods and documents and is widely recognized for prompt and efficient service. We have extended our capabilities through worldwide hubs and seek a self-motivated individual to represent our services in the greater London area. This would be an excellent opportunity for an energetic person to further our international expansion.

This position requires an effective communicator who possesses an education to university degree level or equivalent education/experience. Two years of professional, commercial or industrial sales experience is required, along with the ability to work independently and establish priorities. Strong negotiation and oral/written skills are essential.

The successful candidate will promote the sale of Federal Express services to high volume customers with growth potential and encourage repeat business in order to establish a solid presence in the territory.

We offer an exceptional salary-plus-benefits programme and opportunities for professional advancement. For confidential consideration, please send curriculum vitae to: **FEDERAL EXPRESS (U.K.) LTD.**, Express House, Hayes Road, Southall, Middlesex, United Kingdom, UB2 5NB.

FEDERAL EXPRESS

Production Engineering

Special management for special systems

The manufacturing facility of our Special Systems Centre, a high security unit at Greenwich, makes mainly electronic speech and data transmission products for important civil and military customers. At any one time, up to a hundred different lines can be in low volume production. Quality standards are stringent - to Defence Standards 05-21 - and deadlines often tight.

An experienced Production Engineer is now sought with the potential to take total responsibility for the operations, industrial engineers, production and stock control. As we are about to introduce a sophisticated Hewlett Packard system for stock control/progress chasing an early assignment for the successful applicant will be to specify the software requirements. You would also be involved in the specification and commissioning of processes such as flow soldering and automatic component insertion.

This is a very 'visible' role in which you would be involved in the preparation of tenders and design outlines, and expected to respond quickly to questions of the 'How long? How much?' type. This aspect alone means that your input would win early recognition and could lead to fast career progress.

Aged around 30, you probably already hold a supervisory role, perhaps assisting a manufacturing manager, in a high-tech operation - ideally in the electronics industry. You will have a recognised electronics qualification and an understanding of electro-mechanics. And, as our workforce has to adapt readily to new tasks and techniques, it is vital that you are flexible.

Within this unique, highly stimulating environment you would enjoy excellent conditions and resources. In addition, we offer a salary c. £13,000 p.a., the fringe benefits you would expect of our highly successful company and early career progress for the right candidate.

Phone Graham Stevens, Manager, Special Systems Centre on 01-858 9790 for an informal discussion and application form or send your c.v. to the Personnel Department, STC Telecommunications Limited, Defence Systems Division, Christchurch Way, London, SE10 0AG.

STC TELECOMMUNICATIONS
DEFENCE SYSTEMS DIVISION at Greenwich

Morecambe Bay Gas Field Development

Brown & Root is a major worldwide engineering and construction company. We are currently involved in the management of the installation, hook-up and commissioning of the five platforms in Morecambe Bay.



Brown & Root
A Halliburton Company

SENIOR ACCOUNTANT

You will be responsible for the financial accounting of the Project. Duties will include the preparation of monthly profit and loss accounts, monthly reconciliations of all revenue and cost items, budgetary control of the project overheads and continuous updating of job forecasts, together with other general accounting responsibilities. The successful applicant will be a fully qualified accountant with an in-depth knowledge of computerised systems and preferably with project accounting experience within a large organisation.

For the duration of the project you will be based in Barrow-in-Furness, Cumbria, after which you will be prepared to re-locate either to our Head Office in London or possibly to a further project within the UK or Overseas.

A competitive and attractive salary/benefits package will be offered including non-contributory pension scheme, free life assurance and living allowance where appropriate.

Interested candidates, male or female, should apply in writing enclosing a curriculum vitae to: The Personnel Officer, Brown & Root (UK) Limited, Fless Lane, Barrow-in-Furness, Cumbria.

FINANCIAL SERVICES

Insurance & Investment

We are market leaders in providing financial services to teachers - and to other professional groups.

While we usually promote from within, our present expansion programme means we must take on a number of additional Sales Managers.

We also need additional sales people in most parts of the country.

Area Managers Designate

The locations are nationwide. The requirement is for experienced insurance salespeople who want to use their leadership qualities to motivate small groups of Area Representatives.

After three months' accelerated induction as an Area Representative, we will promote successful newcomers to Area Manager positions.

The rewards are attractive personal commission earnings, overriding commission on Area Sales, bonus opportunities and other benefits.

Target earnings are around £15,000 p.a. initially, with no upper limits.

Area Representatives

The locations are nationwide. The requirement is for enthusiastic hardworking people who want to enter or develop a successful career in insurance sales.

Our careful selection procedure includes 'on-the-job' experience for new entrants to sales or insurance - without commitment. Our training ensures effective results quickly, and regular support is based on individual needs.

The rewards are a guaranteed personal territory, attractive commission earnings, bonus opportunities and other benefits.

Minimum earnings will be £10,000 p.a. Top performers will triple this.

For all these positions, you will be between 25 and 50, have a stable career background, and possess a current full driving licence.

Write or phone Andy Barton, Teachers' Assurance, 12 Christchurch Road, Bournemouth BH1 3LW. Tel: Bournemouth (0202) 291111 for an application form.

TEACHERS' ASSURANCE

GLOBAL ENGINEERING LIMITED

OIL AND GAS CONSULTANTS

Global Engineering Limited is continuing to expand its already impressive record of achievement within the oil and gas industry worldwide. Our current workload and future prospects are such that we need to strengthen our Process group still further with the appointment of a

Lead Process Engineer

Process Engineer

Candidates for both positions should naturally have a number of years experience of on and offshore oil and gas production and treating facilities; and preferably have had an involvement with feasibility and conceptual studies.

The Company is currently moving to a new office complex in Sutton which offers an exceptional working environment and our salary and benefits package is considered to be highly competitive.

Please forward a C.V. in confidence to: B. P. FURLONG, GLOBAL ENGINEERING LIMITED, PERSONNEL DEPARTMENT, 3 THROUWLEY WAY, SUTTON SM1 4AE.



Systems Accountant

MK ELECTRIC is the leading manufacturer of electric wiring accessories in the U.K. We are seeking a Systems Accountant to develop and co-ordinate our financial systems. Our systems have either been purchased from a leading financial software supplier or tailored to suit by our DP Department in conjunction with a major firm of management consultants.

We are particularly keen to make greater use of personal computers which are capable of communication with the mainframe system. Our software includes sophisticated report writers and the successful applicant will be trained in their use. In short, this position offers the opportunity to make the electronic office a reality within the finance department.

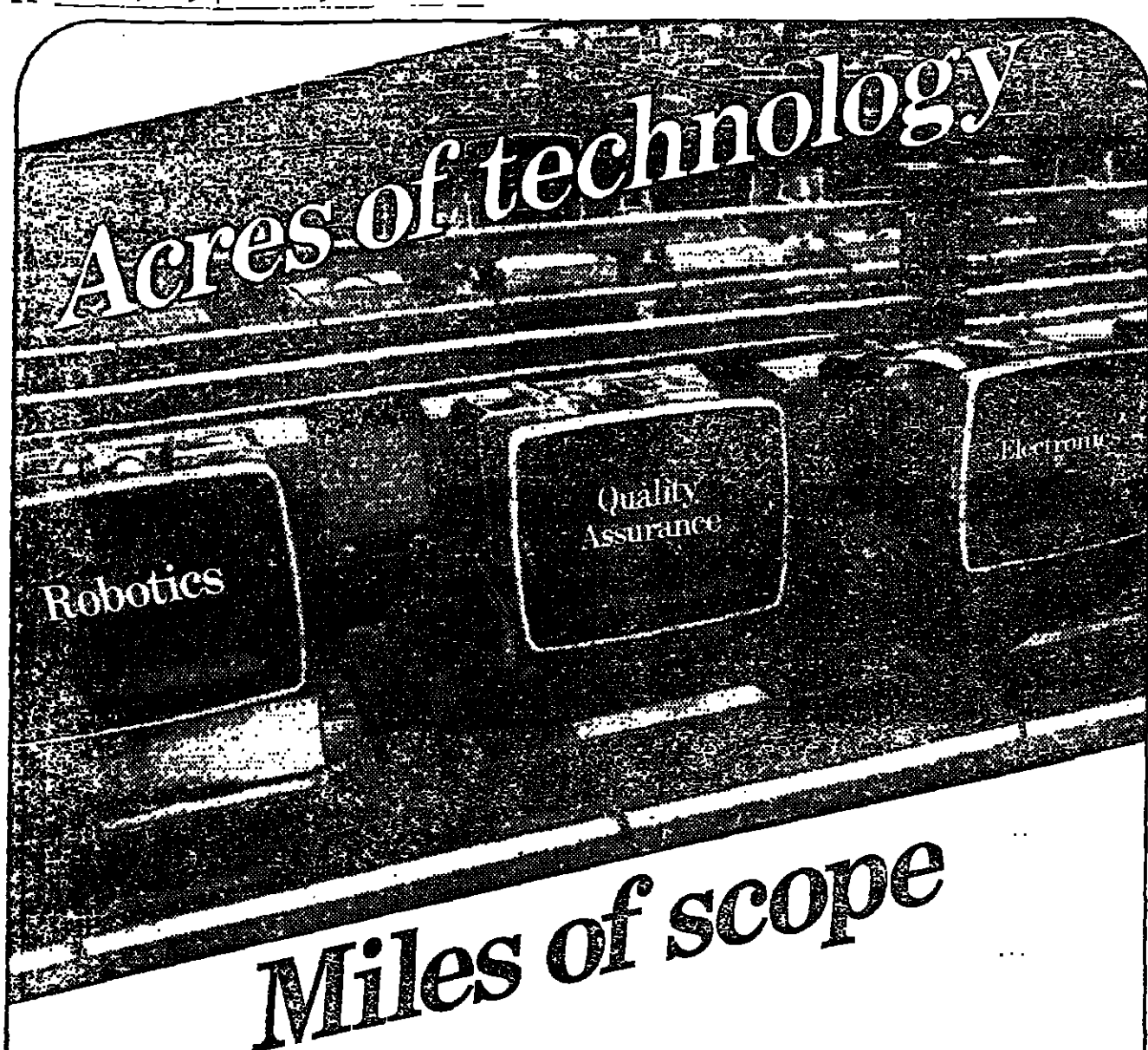
The job holder will provide assistance to Senior Management in compiling annual budgets and will work closely with departmental managers, as well as liaising with management accountants. Good communication and report writing skills are therefore essential for this position.

This role would suit a young qualified Accountant (ACMA/ACCA) who already has experience of working with sophisticated computer systems in a major manufacturing organisation. Candidates should possess in-depth budgetary control experience, and knowledge of GL Plus would be an advantage.

Salary will reflect the importance attached to this position, and all usual benefits associated with a large and successful company will be offered.

Please apply for an application form to:

Company Personnel Manager,
MK ELECTRIC LTD, Strawberry Road,
Edmonton, NB 98R. Tel: 01-503 3300, Ext. 3202.



No matter what their field, everybody likes space for variety and challenge in their work. As one of the largest centres of technological excellence in Europe, we can offer you both.

IBM UK's expanding Greenock plant is a high-volume manufacturer of top quality Personal Computer related hardware and software. Innovative work across the whole spectrum of research, design and development supports this level of production, in an environment of advanced electronics and robotics applications. Our continuing investment in future technology creates new opportunities for professionals with a degree or HNC and a minimum of 2 years' relevant experience in the following areas:

Test Engineers

The scope is wide, ranging from work with development locations throughout the world on the early stages of manufacturing, to the design, development and installation of high-volume test processes. This will involve you in applying advanced commercial and internally developed test equipment to the design of production processes. (Reference: 9104/1)

Process Control Engineers

Here you will need electrical or mechanical training together with a sound background in process control, programmable controllers and electronics. Experience of material handling equipment would also be an advantage. (Reference: 9104/2)

Quality Engineers

We're looking for people qualified to degree or HNC standard in production or electronics. You should have a minimum of two years' experience in a high-volume, automated production environment. Knowledge of BS5750 and experience in meeting software needs will be an advantage. Liaison with Product Assurance, suppliers and customers is a key element of this position. (Reference: 9104/3)

Card Automation

The manufacturing process for conventional and surface-mounted technology is highly automated in the areas of component insertion, material handling and process control. The position requires close liaison with product development engineers, equipment suppliers and the development of robotic applications using IBM robots. (Reference: 9104/4)

- 16,000 jobs in over 40 UK locations
- Two manufacturing plants
- Development laboratory near Winchester
- An equal opportunity employer
- £7.42 million exports in 1992
- £146 million invested in R & D in 1993



Procurement:

Manufacturing Engineers with experience in plastics, castings or power supplies. (Reference: 9104/5)

Buyers with experience in any of the following commodities would be of value: electronic components, plastic moulding, printed circuit assemblies, electrical and mechanical assemblies, capital equipment. (Reference: 9104/6)

Estimators with a light engineering background and preferably some knowledge of work study/methods estimating. You will be involved in the estimation of parts and assisting with vendor negotiations. (Reference: 9104/7)

Accountants

Challenges posed by continued growth and expansion have created opportunities for recently qualified accountants to join our existing finance team. (Reference: 9104/8)

Information Systems

You should have a good working knowledge of IBM hardware and software and experience in at least one of the following: On-line Application Analysis and Programming, Systems Programming, Information Centres, Process Control Software Development. (Reference: 9104/9)

Manufacturing Engineer

The position involves working with Product Development Engineers to develop, install and maintain manufacturing processes which, in many instances, require a high degree of automation, including robots and their control systems. (Reference: 9104/10)

All of these positions offer the room for personal and professional development in an exciting and progressive environment. In addition to an excellent salary, we offer a full range of benefits including BUPA, free life assurance, and a contributory pension scheme. Relocation assistance will be provided where appropriate. For an application form, please write to or phone Personnel Selection, IBM United Kingdom Limited, P.O. Box 30, Spangmo Valley, Greenock PA16 0AH. Telephone: Greenock (0475) 24500. Please quote the appropriate reference number (closing date for applications: 12th December).

ENGINEERS & TECHNICIANS HOW FAR WILL WE GO FOR AIR DEFENCE SPECIALISTS LIKE YOU FOR ASSIGNMENTS IN SAUDI ARABIA?

(For a start, we're trying Newcastle, Manchester, Belfast and Blandford Forum)

People with hands-on experience of integrated air defence systems don't exactly grow on trees.

But at IAL, we're determined to find them, wherever they are! Because we want to tell them about some very attractive, 12-month assignments in Saudi Arabia, helping the RSAF train for self-sufficiency in operating and maintaining their Kingdom's own air defence system.

Equally important, we want to tell them about the very attractive tax-free salaries that go with these assignments. And about an extensive benefits package that helps turn earnings into savings. So we've put together an itinerary that will take us to the places where we reckon our kind of people might be.

And you can see the dates, times and precise locations for our visit to your part of the world in the panel opposite.

We really do hope you'll make time to come and talk to us. Because as well as finding out all about the jobs, the conditions, and the benefits, you'll meet some people with recent, first-hand experience of Saudi Arabia.

In the meantime, all you need do is make sure your experience fits our requirements.

Technicians

From £17,100 to £19,400 a year tax-free including bonus.

The Disciplines:

Radar: Radio Relay and troposcatter; Computers: Security Systems; Navaid's: Ground Communications: Auto-message switching.

The Requirements:

Around 7 years practical experience, plus a C&G, apprenticeship or Military equivalent.

Engineers

Around £24,000 a year tax-free including bonus.

The Disciplines:

Communications: VHF, UHF, SHF, radio and radio links including troposcatter systems.

Radar: 3-D surveillance and mobile radars; airfield radars.

Data handling and display: On-line real-time processing.

Navaid's: ILS, TACAN, Vor-Tac and ground-to-air communications systems.

The Requirements:

Degree or HNC, and at least five years post-qualification experience.

Training Specialists

From £19,400 to £21,500 a year tax-free including bonus.

The Disciplines:

Technical Instructor: Troposcatter, ATC Radar, Data Handling and Display. Technical Writers: Electrical Power Production and Distribution.

The Requirements:

Must have a background in training and hold Military qualifications, HNC or equivalent.

Salaries converted at the exchange rate of SR 4.54 = £1.

Information will be given in your local paper immediately prior to our visit.

We'll be at:

NEWCASTLE-

The Crest Hotel, Newbridge St.
Monday 26th November 2pm-9pm
Tuesday 27th 11am-9pm.

MANCHESTER-

The Portland Thistle Hotel,
Portland St.
Wednesday 28th November 2pm-9pm
Thursday 29th 11am-9pm.

BELFAST-

The Forum Hotel, Great Victoria St.
Monday 3rd December 2pm-9pm
Tuesday 4th 11am-9pm.

BLANDFORD FORUM-

Crown Hotel, Blandford Forum.
Wednesday 5th December 2pm-9pm
Thursday 6th 11am-9pm.

If the times, dates and places we've listed are out of the question for you, you can still get the information you need by phoning Jim Macfarlane on 01-574 5000. Alternatively, you can send him a copy of your c.v. at IAL, Aeradio House, Hayes Road, Southall Middlesex UB2 5NJ. Please quote Ref. G032.



A MEMBER OF THE STANDARD TELEPHONES AND CABLES PLC GROUP

PRODUCT DEVELOPMENT MANAGER

CAN YOU ENSURE

WE'RE STILL
NO.1
IN THE YEAR
2000?



As the world's number 1 vehicle rental and leasing company, Hertz has an outstanding reputation to maintain. Our success is built on service and efficiency, on prompt response to market needs and swift identification of business opportunities.

So when we talk about Product Development Managers, we are thinking about some very special people. Reporting to the Marketing Manager, you'll be researching new products and services, analysing the competition, identifying new market opportunities and developing innovative new packages in liaison

with airlines and travel agents. But as well as being a man or woman of ideas, you will be intensely practical, ensuring that new programmes really support the needs of European sales, operational and marketing staff. These are the qualities that will maintain our position right up to the year 2000 and beyond, and if you've got them you should contact us immediately.

A competitive salary will be offered together with company pension scheme and BUPA - and future prospects are limited only by personal ability. Write now with a full c.v. to Rita Hales, Personnel Manager, Hertz Europe Ltd, Hertz House, 700 Bath Road, Cranford, Middx.

SALES ENGINEER With Management Potential

£16,000 + Car

A highly successful engineering group, leader in its field and part of one of the largest International British Groups, wishes to appoint a Sales Engineer for its expanding South African subsidiary. Reporting directly to the Managing Director he/she will be based in Johannesburg.

Successful applicants must:

- have proven ability to generate and successfully implement ideas for obtaining new business
- have an engineering qualification e.g. H.N.C.
- preferably be 25-35 years of age
- ideally have experience of dust control filtration or other segments of the air movement industry.

This is an ideal opportunity for young engineers seeking to broaden their career into Sales Engineering. Whilst direct selling experience would be a distinct advantage, local sales training can be provided. The planned growth of the company in South Africa ensures excellent prospects for those with executive potential.

A basic salary of £13,000 will be paid, plus an attractive commission scheme which should provide a further £3,000. A car is provided, there is a contributory pension scheme, and relocation costs will be fully met.

Please write in complete confidence, giving full C.V. and present salary to: Profile Management Search, Tabard Chambers, 53 Northgate Street, Gloucester GL1 2AU.

Profile Management Search

Engineering Development Manager

Feltham, West London

We are one of the market leaders in the manufacture of lighting fittings; with a growing international reputation for quality and innovative design, we need to concentrate more than ever on product development as a key factor in our strategy for growth.

This appointment has been created as part of that strategy, to lead an already committed team in the engineering development of new and improved product ranges. The ideal candidate will be aged 30 to 40, of Chartered Engineer status or degree equivalent with experience gained in the light electro mechanical engineering industry, using both mass and batch production techniques. Personal qualities of leadership, organization and good communication skills are of paramount importance, as are creativity and commercial awareness.

The Company is based within easy reach of the M3 and M4, and offers an attractive salary, together with the usual range of benefits and relocation assistance, where necessary, to the west of London.

Applicants who feel they can meet the challenge of this opportunity should write with details of career to date and current earnings to:

Miss Esther Brown, Personnel Manager.



AUTOMOTIVE SALES MANAGER

£14,000 PACKAGE PLUS USUAL BENEFITS

Reporting directly to the Group Marketing Director, you will be responsible for the complete sales and marketing functions of this division including: negotiating with major OEM accounts both at home and overseas. This complex business requires an energetic person of considerable talent, aged 28-40 with automotive background. If you meet these requirements, then the first stage is to either telephone me today between 8 a.m. and 8 p.m. on 0251 49444 or write for further details to:

Mr Mike Webb,
Recruitment Director,
Strategic Marketing,
(Int.) Limited,
6 Clair Court,
Lane Street,
Bedford MK40 1NH.

The National Trust for Places of Historic Interest or Natural Beauty

Regional Training Managers

As a result of internal reorganization and promotions, the National Trust will be requiring two new Regional Training Managers based in different parts of the country in January 1995. The job specification includes responsibility for retail shops and catering outlets as well as other commercial activities.

Retail and ideally catering management experience is required.

He/she will work as part of the Regional Management Team.

Salary is according to experience on a scale of £8,230 to £10,680 p.a. with good opportunity for further progression. A car will be provided, as well as assistance with relocation expenses. Please apply with a full CV marked 'confidential' to:

The Director of Training
Heywood House, Westbury,
Wilt, BA13 4NA

Closing date: 6 December 1994.

SALES MANAGER Cutlery/Tableware

To £15,000 + 2 Litre Car

ONEIDA is the U.K. market leader in table cutlery, and has recently expanded into a wider range of quality tableware.

We now seek an experienced Sales Manager for our Retail Division, where the key tasks will be the control and motivation of a salesforce and personal negotiation with agreed national accounts.

Applicants, within the age range 28-35, will have first line management experience gained in a blue chip firm, e.g. and/or consumer durables environment. The position will be largely field based, but home location within commuting distance of the Company's London office is essential.

Benefits include five weeks holiday and private medical insurance.



Please apply with detailed C.V. to P.C. Healey, General Sales Manager, Oneida Silversmiths, 82 Park Street, London, W1Y 3HQ. Tel. 01-408 0077.

SALES DIRECTOR

EAST MIDLANDS - SALARY: NEGOTIABLE

We are a major and profitable subsidiary of the highly successful Halma Group. The Company manufactures a wide range of heating products for both the private and public sector, heat exchangers and heat recovery equipment. The present Board is being enlarged to allow the Company to embark on a programme of significant expansion. This has created a vacancy for a Sales Director to concentrate on heating products which include fan convectors and electric fan heaters.

Preference, unless you can convince us otherwise, will be given to a graduate, aged 30-45, with a strong background in selling products similar to heating products to a wide range of industries, preferably including wholesale distribution. Experience in export markets would be an asset. The candidate must be able to demonstrate an ability to motivate and control a field sales force, achieve a substantial expansion of the business and become part of a dynamic team of Directors who operate with a significant degree of autonomy.

The generous remuneration package includes a negotiable salary, a bonus, a car, an employee share scheme and other important benefits.

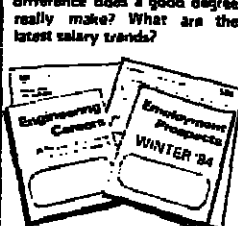
Please write in strict confidence, giving full C.V. to:



Mr D.B. Palin,
Managing Director,
S & P Coil Products Ltd,
SPE House, Valley Road,
Leicester LE5 5LU.

ENGINEERS CHANGING YOUR JOB?

How long should it take? What difference does a good degree really make? What are the latest salary trends?



Our FREE job-finders' pack has all the answers for professional engineers if you're under 40, have BSC/HND/EngC are seriously seeking a new career position, contact the specialists today.

Strategic Recruitment Ltd
FREEPOST
Challenge House
London W3 2BR
01-893 6179 ANYTIME

OPERATIONS MANAGER

£12 to £15K (+ fringe benefits)

This is a new position with a profitable international mail order company that is increasing its UK staff and strengthening its management structure.

Operations Department functions include customer correspondence, quality control, order processing, inventory and quality control. The successful candidate will be able to make a major contribution to the company, and rapidly of promotion depends upon taking additional responsibilities.

The successful candidate will probably have a degree in business or a quantitative subject and at least 3 years good commercial experience - someone with staff and recognising and handling problems and key position please send full C.V. to Peter Baker, Operations & Production Manager, Mail Inc., One Chase, Chesham, Surrey RG9 1SE.

FURTHER ANNOUNCEMENTS
APPEAR TODAY ON PAGES
24, 25, 26, 27, 28, 29 & 30



Left: white, ribbed, boxy, cashmere jacket with black cashmere trim, £249, pleated calf-length skirt £199, long muffler £115, black suede bag with lizard trim, £99.



Pictures by ANTHONY MARSHALL

Right: jacket, pyjama and camisole set in red and black silk-wool mix and red silk satin £225.



Above: silk lame Fortuny-pleated evening blouse and cummerbund in shot terracotta and gold £159, slim black cashmere skirt £149.

Style that's on the right track

EVERYONE knows about the revived Orient Express and its glamorous image, which is becoming a by-word for luxury.

The Venice-Simplon Orient Express train is the gilt on the gingerbread of a far less glamorous, but very big-money, business that provided the initial investment — leasing containers for moving cargo of all kinds round the world.

And, though the train itself is not yet a money-maker, it is an extremely clever marketing move which has plenty of spin-offs of its own — the most recent being a shop in London's New Bond Street, selling artefacts from the train and associated collections, including clothes and lingerie in typical Twenties' mood.

Why thousands of people, many unconnected with the train, should want

to buy items from it is mysterious, but the backing firm were confident enough to know that they would, and the standard of design and quality in everything from china, glass and linen with the distinctive VSOE logo to original Twenties' jewellery is high enough to ensure satisfied customers. These items were sold at the previous shop in Berkeley Street, but the range has now much expanded.

Luggage was an obvious development and the original fabric with leather trim range has now been joined by a more upmarket all-leather selection from small wallets to capacious clutches.

The new clothes have all been carefully chosen to reflect the period of the train's decor and have involved, on the lingerie side, British designers like Janet Reger, for an exquisite and outrageously

expensive silk dressing gown, and David Nieper, whose specially-designed silk and lace pastel lingerie starts at about £17.

There are elegant Scottish-made cashmeres, with skirts long enough to be both fashionable and nostalgic, and exclusively-made Italian input in the form of a Fortuny-pleated evening blouse and more pyjama styles.

Avril Groom

All clothes, jewellery and accessories from the Collection, Venice-Simplon Orient Express Shop, 76 New Bond Street, London W1, where all fittings are on sale, including the Pullman car armchairs.

EATING IN WITH JANET LAURENCE

WITH entertaining it's the little things that so often make the biggest impression but are the most difficult to find time for. This is where I find the deep freeze helpful.

Little Cheese Profiteroles, served piping hot, are marvellous with drinks. Choux pastry can be frozen shaped and then baked straight from the freezer: it rises like a dream. Without the cheese, the basic mixture can be shaped into larger balls for instant and easy dessert profiteroles.

Tangy, cheese shortcrust draws are also good with drinks, and with soup. Freeze the pastry shaped for instant baking (don't bother to defrost, or in an oblong for quick defrosting). Or freeze cooked, then pop into a hot oven for a few minutes for that fresh-baked flavour.

Concentration on the main dish often leaves little time for special vegetables. Sicilian Potatoes are delicious, can be prepared well ahead of time and frozen. So can Leek Purée, all ready to serve in little pastry cases.

For the final flourish, freeze some home-made Chocolate Truffles to serve with coffee.

All recipes serve four people.

Stocking up with festive goodies

CHEESE PROFITEROLES

INGREDIENTS: 7½ oz water; 3oz butter or margarine; 3oz strong plain flour; 3 eggs, size 3; beaten; 2oz mature Cheddar, diced small.

METHOD: melt fat gently in water, then bring to boil. Have flour ready sifted and, as soon as mixture reaches rolling boil, shoot flour in and beat mixture hard. When it forms a smooth ball, stop beating and remove from heat. Cool for 10 to 15 min. Beat in eggs, bit by bit. Watch consistency: flour may absorb less or more egg than gives quantity. Stop when the mixture is glossy and will fall, slightly reluctantly, from an upturned spoon. Mix cheese in well. Put teaspoons of mixture on to a greased baking sheet, open freeze, then remove from sheet and place in plastic bag or box. To bake, place on greased baking sheet which you have run under the cold tap. Place in oven, preheated to 400°F (Gas 6) increasing heat to 425°F (Gas 7) for 15 to 20 minutes until well-risen and golden brown. Serve immediately.

CHOCOLATE PROFITEROLES

METHOD: make pastry as above, omitting cheese, and shape into larger balls. Cook 20 to 25 min. until really crisp, pierce on removal from oven or open and scrape out soggy bits. Just before serving fill with whipped cream and spoon over Chocolate Sauce.

CHOCOLATE SAUCE

INGREDIENTS: 3oz plain chocolate; 5 tablespoons golden syrup; 1oz butter. METHOD: place all ingredients in a bowl over a pan of hot water until melted. Beat until smooth and glossy. Cool slightly before coating profiteroles.

CHEESE PASTRY

INGREDIENTS: 8oz plain flour; salt; good pinch cayenne pepper; 2oz lard; 3oz margarine; 1½oz Parmesan cheese, grated; 3oz mature Cheddar, grated; 1 egg yolk, mixed with 1 tablespoon Worcestershire sauce and 2 tablespoons water. METHOD: sift flour with salt and cayenne, rub in lard and margarine, add grated cheeses, mix with liquids. Roll out and cut into straws or tarts. Bake at 375°F (Gas 5) for 10 to 12 minutes, or until well coloured.

SICILIAN POTATOES

INGREDIENTS: 1 small orange; pinch bicarbonate of soda; 12oz

potatoes; 1 small onion, finely chopped; 3oz butter; 1 egg yolk; salt and pepper.

METHOD: scrub orange, then boil with bicarbonate of soda for 45 to 50 min., until tender. Peel and cook potatoes, drain and mash well. Melt 2oz butter and cook onion until soft and golden. Drain orange, refresh in cold water, cut into four, remove pips and core, then finely chop skin and flesh together. Add to onion, continue cooking until turning colour. Add to warm mashed potato, add egg yolk and mix very well. Adjust seasoning. Melt remaining butter. Shape mixture into round balls, place on baking sheets brushed thickly with butter, press flat with a thick fork, then bake at 400°F (Gas 6) for 15 minutes, or until well browned. Slip palette knife under each cake and serve underside up, which should be brown and crisp. For freezing, place uncooked cakes on lightly-greased tray then store in plastic box, bake straight from freezer as above, allowing about 10 min. extra time. VARIATION: omit orange, roll

cakes in egg, then oatflakes, drizzle over melted butter before cooking. The oat covering will form a crazy-paving pattern in the oven as the potatoes puff up slightly.

LEEK PURÉE

INGREDIENTS: 2lb young leeks; 3oz butter; 2 tablespoons double cream; salt and pepper.

METHOD: thoroughly clean leeks and chop finely. Heat 2oz butter in a heavy-based pan, add drained leeks with seasoning and cook uncovered over gentle heat until tender, stirring occasionally. Purée in liquidiser or processor until reduced to smooth mixture (this takes 4 to 5 minutes). Add cream, blend for another minute. Cool and freeze. Defrost and reheat purée in a bowl over hot water, stirring from time to time. Before serving, heat remaining 1oz butter until just browning (beurre noisette) and stir into mixture. Serve in little tarts, warmed through.

CHOCOLATE TRUFFLES

INGREDIENTS: 8oz plain chocolate; 4½ oz double cream; 3oz icing sugar, sifted; 2 tablespoons dark rum. Suggested flavourings per half basic mixture: 1oz dried apricots, chopped and soaked in 1 tablespoon rum; 1½oz hazelnuts, finely chopped; 1½oz ground almonds; 1½oz raisins, chopped. To finish: 1oz cocoa powder or icing sugar, sifted.

METHOD: melt chocolate carefully in bowl over hot water. Remove from heat, beat in cream gradually (don't worry if chocolate seems dry at first, it will become glossy again as cream is added). Beat in icing sugar and rum. Allow to cool, then heat with mixer until mixture is of the consistency of thick cream and lighter in shade. Divide mixture and add preferred flavourings, then refrigerate until stiff enough to roll into balls. Roll in cocoa or icing sugar, place on tray to freeze, then box (or keep in fridge for up to two weeks). To defrost, place in fridge for approximately 2 hours.



VANESSA'S DIARY

Wed. End of term at cookery class. Had to present home work for assessment. Looked at my cannon ball Christmas pud, my gloomy glacé fruits, and my perfumed petit fours. As for my miserable marrons and feeble fondants — realised Something Must Be Done.

Rushed round to Fortnum's and stocked up with a selection of their Christmas munchies. Presented these as all my own work.

Everything absolutely spilling — glacé fruits gleaming with succulence, petit fours like petit lives, Christmas pud like mother made, and pruneaux that couldn't be more fourrés. Not to mention choice chocs, fabulous fondants, and cherries drenched in cognac.

Won Firsts for everything. Owned up, and was given Special Prize for Initiative instead.

Anyone can win by sending for Fortnum's Christmas Catalogue £1 post free.

Fortnum & Mason
Piccadilly London W1A 1ER. Telephone 01-734 8040

DISCOVER JUST WHAT YOU WANT FOR CHRISTMAS AT BEJAM.

BEEF ROASTING JOINT

£1.79 lb



2½lb BEJAM ECONOMY PORK & BEEF SAUSAGES £1.39

20 BIRDS EYE ORIGINAL BEEFBURGERS £2.79

50 BEJAM COCKTAIL SAUSAGES 99p

2lb BEJAM CHICKEN DRUMSTICKS £1.99

GET YOUR TURKEY AT BEJAM NOW, ONLY 54p/lb

Most Bejam stores are open until 8pm on Thursdays and Fridays. Shopping to car service available, please ask.

DISCOVER Bejam THE WORLD OF FROZEN FOOD

VIEWPOINT

THOSE of us who dislike being called Madam, or Miss or Darling, made me realise that perhaps women need to sort out what they are called. At any rate, the present nomenclature seems to give a lot of offence.

The time has long gone when boys from their cradles were referred to as Master, although as late as 1960 I heard a local

draper inquire after the health of Young Master Smith aged about six months.

Miss, the corollary of Master, has remained for girls, though those who remember Dick Emery's "Mandy," breathing out enthusiastically that she was still Miss, may not want to use it.

Mrs, of course, is used firmly and proudly by many women from the moment the marriage register is signed and, personally, I would prefer any woman over the age of 25 to be addressed as Mrs whether married or not, as in France where every mature woman is automatically called Madame.

My particular hate is Ms. Women may use it because, for reasons of their own, they do not wish their marital status to be made clear, or because they feel aggressively liberated from the conventions of marriage.

All the same, how do you pronounce Ms? Is it "Miz" with overtones of miserv, or "Muz" with overtones of muzziness? Either way, please don't call me Ms: I loathe it.

Hilary Townsend

Largesse
PRE-CHRISTMAS SALE
Superb Fashions In Sizes 16-30
STARTS
Monday 26th November
84 MARYLEBONE HIGH STREET
W1M 3DE
TEL: 01-486 2133

THURSDAY, NOVEMBER 22, 1984

135, FLEET STREET, LONDON, E.C.4.

Tel: 01-353 4242. Telex: 22874/5/6.

CLASSIFIED ADVERTISEMENTS: 01-583 3939.

SHOPS OF CONVENIENCE

WHITEHALL APPOINTS COMMITTEES to recommend actions that it wants to take but dares not take unaided. So it is with shop trading hours. The Home Office hardly needed a committee to tell it that the law at present is a mess, with small shopkeepers trading round the clock in city centres, multiples publicly flouting the law by staying open late, and local authorities most reluctant to annoy their ratepayers by trying to enforce it. Meanwhile in Scotland, home of the Sabbath, anyone can ply for trade on Sundays unless he is a barber and a gentile; and the moral fabric of the Scottish nation has not collapsed (on that account at least).

Fortified with the call from his committee for removal of all restrictions on shop opening hours, the Home Secretary deems it prudent to hasten slowly. Eighteen months to listen to the voices, with legislation (perhaps) in 1986. Meanwhile the law will continue to be flouted, and some local authorities will continue to be press-ganged into action to enforce it by opponents of reform. Yet the voices have been widely heard and canvassed already, and it is hard to believe that the Home Office has anything new to learn.

Abolition of controls on shop opening hours would generate tens of thousands of—albeit part-time—extra jobs which are badly needed. The Shopworkers' Union's resistance is motivated by the sensible expectation that such extra jobs would not be unaided: that is no good reason for foregoing them. The position of those who do not wish to work on Sundays on religious grounds must be safeguarded. But subject to that proviso the Home Office should announce its readiness to carry into law the committee's recommendations as soon as the Parliamentary timetable permits. The transformation would not be sweeping or dramatic: most shops would continue to stay closed on Sundays as they do in Scotland; and few more would open late which do not open late already. But here is an overdue reform which from all the evidence commands overwhelming popular support. The Home Secretary should be told to get on with it.

HERR GENSCHER REGRETS

THE DECISION by Herr HANS-DIETRICH GENSCHER to cancel abruptly his long-planned visit to Poland is a body blow to Gen. JARUZELSKI and his military junta for which they have only themselves to blame. Herr GENSCHER was to become the first Nato Foreign Minister to go to Warsaw since the imposition of martial law in December, 1981, and it was much more important to the Government than that paid by Greece's posturing Mr PAPANDREOU, although he spent his time buttering up the general and denouncing the Solidarity free trade union. These visits, and one by Mr MALCOLM RIFKIND the other week, were essentially designed to build a new bridge between Western Europe and Poland, and to be a reward for the general's insistence that he was committed to national reconciliation as shown by his amnesty for political prisoners.

The past month has been a disastrous one for the general who, before the dreadful murder of Father Jerzy POPIELUSZKO, had been managing to gain a modest degree of public credibility. To his credit, and probably rightly suspecting a conspiracy, he has called for a purge of his security police—although no one knows just how far it will go. But now he and his aides are busily threatening to launch another familiar crackdown against the civil rights groups springing up in the wake of Father POPIELUSZKO's murder.

Among Herr GENSCHER's reasons for cancelling his visit was Warsaw's crude warning that he should not take a leaf out of Mr RIFKIND's book and make a gesture or two of moral support for the Polish people. The régime should try to understand that such gestures are not intended either to destabilise Poland or provoke those in power. Gen. JARUZELSKI likes to be thought of as a "pragmatic" leader and he should take note that he badly needs Western Europe to help him reschedule his massive debts and induce Washington to lift sanctions. Without such help Poland could become involved in a new and very serious economic crisis.

ANGOLAN MAZE

SO MANY TIMES has a settlement in Angola and Namibia seemed imminent that it would be foolish not to be a little sceptical about present developments. On the surface things do look rosy. After a series of meetings involving Angolan, South African and American officials, President Evaristo DOS SANTOS of Angola has implied that he would be happy if, most possibly, all Cuban troops left his country. For their part, the South Africans, for whom such a withdrawal is a *sine qua non* of a settlement in Namibia, have made it clear that they could leave that country in a matter of weeks.

The South Africans, who have been overstretched in a costly war, and the Angolans, whose country has been largely devastated, are doubtless being relatively sincere in their pronouncements. President DOS SANTOS, having removed a number of his hardline rivals, appears to have a freer hand than he has had. And certainly the South Africans would be willing to leave Namibia if every last Cuban had left Angola. Why should they then be worried by a Soviet-inclined Swapo government in Namibia when they have made an accommodation with a Soviet-inclined government in Mozambique? A South African/Angolan deal would have been signed some time ago had it not been for Unita, the guerrilla organisation which holds sway in the southern part of Angola, and which has indeed made the continued offensive presence of the Cubans so very desirable from the point of view of the Angolan government.

On the basis that a settlement which ignores Unita is not feasible, it is suggested in some quarters that a deal is being, or even has been, worked out to bring the government of President DOS SANTOS and Unita together in a sort of coalition. Though such arrangements have of course never worked in post-colonial Africa, it is not inconceivable that the parties might at least temporarily throw themselves into such a compact if the time were right. The question is whether President DOS SANTOS and his government are so concerned about the destruction of their country that they will share their power with Unita, whose leader JONAS SAVIMBI would presumably sooner or later gobble them up. Stranger things have happened in history, yet, if these are the terms, one wonders whether the Angolan government will not prefer for the time being to keep things as they are.

Red splinters line the seat of a Civil Service union

WHEN sharks fight, swimmers should be grateful. For that reason, the bitter split in the "Broad Left" in the 182,000-strong Civil and Public Services Association, Britain's largest Civil Service union, should be welcomed.

The Communists, their Left Labour allies and the Trotskyists, primarily the Militant Tendency, have had an uneasy alliance since 1977. Now that they have finally fallen out, there will be many repercussions, but one, widely expected even by the Left, is that moderates will once again regain control of the union's executive in May's elections.

For 30 years, the union, representing predominantly young lower clerical grades in all Government departments except the Inland Revenue, has been a battleground between Left and Right. In the old days Communists made the running but, in recent years, although they were still prominent, the Trotskyists, Socialist Workers party and increasingly the Militant Tendency have been predominant. For example, under the leadership of Mr Kevin Roddy, most prominent Militant supporter of all, the Left has been running the six-month social security strike at Washington, where Mr Roddy is employed, and Newcastle, which has badly hit pensioners, especially those abroad.

Almost every year, control of the union has switched between moderates and the broad Left, partly because only about 55,000 members actually vote in the workplace ballot. One estimate is that a switch of only 3,000 votes can tip the balance.

With such a delicate balance, unity was essential to the Left, yet before it gained control of the union at the last elections it had embarked on a campaign to unseat its general secretary, Mr Alistair Graham, a moderate and TUC member, who had offended it by preferring the TUC policy of realism instead of confrontation when dealing with the Government. The battle against Mr Graham blew the Left-wing alliance to shreds, with Militant the casualty.

THE first attack on Mr Graham was intended to replace him with Militant's choice, Mr John McCree, assistant secretary. Mr Graham defeated that move by threatening to resign and fight another election, which the Left reckoned he would win.

When the Left gained control of the union executive last May, largely, it is believed, because of the Government-imposed ban on unions at the Cheltenham communications headquarters, the alliance returned to the attack.

Biffen to concede privileges to SDP

JOHN BIFFEN, the Leader of the House of Commons, appears to have at last relented in the Government's vendetta against the fledgling Social Democrats and is soon to give David Owen and his six M.P. colleagues the full privileges of an Opposition party.

Change number one, according to SDP M.P.s, came during the funeral of Indira Gandhi in Delhi, when Owen was introduced under the full glare of official protocol as one of "the leaders of the official Opposition parties."

Change number two came in Biffen's summing-up to the Queen's Speech debate in which he indicated that he would consider giving the Alliance more Opposition time for debates of its choice.

Change number three came at the start of the Session earlier this month when the SDP whips were granted spacious new offices just off the Central Lobby in place of the "old broom cupboard," they had before.

Although each concession points to a major thaw in the Government's attitude to the SDP, I can record a single caveat. The extensively redecorated new Whips' Office was formerly the House of Commons cleaners' rest room.

Fogg's footsteps

MRS THATCHER is considering a whirlwind round-the-world-in-five-days trip immediately before Christmas which is already leaving her Downing Street staff glib at the amount of travelling involved.

The Prime Minister, who is no stranger to punishing schedules, is planning to wrap up the Hongkong settlement with China's leaders in Peking, visit the Crown Colony and then on to Washington for a Christmas Eve lunch with President Reagan before returning to Chequers for Christmas Day.

Senior advisers are concerned that she may be trying to do too much on one trip. Such advice has fallen on deaf ears before.

A slip of the tongue by the toast-master somewhat undermined the gravity of the tributes to the distinguished theatre critic Sir Harold Hobson at the Foyles Literary Lunch in his honour at the Dorchester yesterday. He called him "Sir Harold Robbins."

An ill wind

ON THE BASIS that every cloud has a silver lining, Brighton's shopkeepers seem to be hoping for a boost of trade from sightseers coming to view the wreckage of the Grand Hotel.

The president of Brighton and Hove Chamber of Commerce Jeremy Buckwell has likened the bombing to the ill wind that brought the wreck of the *Athina B* cargo ship onto the beach in 1980 and caused crowds to flock to see it.

"I suppose it is rather ghoulish, but there is no accounting for public

this time to unseat Mr Graham from the TUC, not as general secretary of the union.

The Left-controlled executive now presented Mr Graham with an ultimatum inspired by Mr Ray Alderson, the union's Communist senior vice president: either obey instructions on how to vote on the TUC council or be thrown off. He was thrown off and Militant put up Mr Roddy for election by the executive but in a poll which chose Mr Alderson instead, Mr Roddy is believed to have ended up bottom, even Mr Graham got more votes than Militant's man. The Left-wing split was apparent.

This was the state of disarray in which the conference of the broad Left, attended by 450 delegates in Manchester earlier this month, began. The fur flew between rival factions, mainly the Communists and their allies and the Militant Tendency. Thirteen Left-wing executive members issued a written protest against increasing Militant dominance of

BLAKE BAKER

on why Left-wing factions fall out over who should grab union power over employees of the Government

broad Left affairs. Mr Alderson and Mr Steve Cardownie, Labour Left, read out critical statements.

Militant was accused of packing meetings and delegations, stifling open debate, railroading its views through and determining ultra-Left policies and candidates for union office. It all had a familiar ring, but it was ironic coming from Communists and their sympathisers.

The CPSA, it was said, was a "bad union and not a political party." Militant supporters had conducted an "intense campaign of vilification and distortion."

Mr Alderson then led a walk-out from the conference followed by 120 delegates. Mr Roddy, chairman, retaliated at length and in detail in the journal *MURRAY*, quickly reproduced as a broadsheet. He said Militant supporters had led the broad Left in the union. Previously the Left was "controlled in a secret Stalinist fashion by CP supporters and others."

The broad Left in the CPSA

has fallen apart. The anti-Militant factions are now forming an alternative group, Broad Left '84. Under the names of Mr Cardownie, national chairman, and Mr Jonathan Baume, national secretary, it has issued a vituperative circular against Militant, together with an enrolment form and request for donations. It will hold a conference at the Conway Hall, London on Dec. 7.

The split with Militant, I am assured by an authoritative Communist source, is final, because the party and its Left-wing Labour allies, with whom it always seeks common cause, had finally had enough of Trotskyist "destructiveness" and "shenanigans."

There is another, informed moderate view. That is, I was told, that the break is a "sprat to catch a mackerel." The mackerel is the fact that the CPSA is well advanced to a merger with the 100,000-strong Society of Civil and Public Servants, representing middle grades, scheduled for Jan. 1, 1986.

Differences have still to be resolved over balloting methods, election of representatives of officials and a common rule-book, but if the merger goes through, it will create a Whitehall union of 240,000 members, by far the largest Civil Service union, representing almost half of all white-collar civil servants. It would dominate Whitehall negotiations.

The society is widely regarded as being under strong Communist influence. The prize of who has the leading role in the broad Left in the new large union is, moderates believe, the true reason why the Communist party has decided to declare war on the Militant Tendency in the CPSA.

"The Communists have decided to make the break now," one insider said. "It means the new union will be under CP, not Militant, influence. That is why they are forming a new, alternative broad Left group."

THE outcome of all the complicated infighting is important. Moles apart, Communist, or for that matter, Trotskyist, control of a new union representing almost half of all white-collar civil servants could pose a serious threat to the conduct of Government business.

The Government is increasingly dependent on computers; a Militant move to extend the north-east strike to other computer centres recently failed. Even a go-slow or work to rule, let alone a strike, could disrupt administration. The new union would include some management members. There is also the aspect of national security, pointed up by Russian involvement in the miners' strike. Let us hope that Civil Service moderates prevail in next May's CPSA elections.

LETTERS TO THE EDITOR

Jobs and profits in Hardship in paying for water the future

SIR—After eight months of the miners' strike isn't it time we stopped talking about it as if it were simply a dispute over pit closures and recognised it for what it really is: a symptom of an underlying anger over the inherent injustice of the New Industrial Revolution?

The economic situation may be responsible for many of our present unemployed. But it is the extent to which it is obscuring the long-term position and delaying serious discussion about the future relationship between jobs and profits that is the real cause for concern.

Our new, largely manpower-independent, technology has been created out of profits made when capital still depended on a mass workforce. One might go further and say that depressed wages in the first Industrial Revolution financed the second.

In any case, it is an indictment of our system that the descendants of the men and women who made the new technology possible can now claim only a moral right to a share in the wealth it produces. Moral rights have little to do with a market economy. But without some hint of a new deal in the future, can we blame people for taking the sort of action we are seeing with the miners?

The emphasis on preserving out-dated jobs may be misguided. But it is hardly surprising, since no one any longer believes the myth that a large section of the population can somehow be re-programmed to live contentedly unproductive lives on what the State is prepared to allow them.

Surely what we should now be doing is recognising that there is still much real work to be done. The fact that it is not "profitable" in the capitalist sense does not mean either that it is not necessary or that we cannot afford it.

I am talking about labour-intensive work in such areas as health and social services at home and aid to developing countries abroad. On practical, if not moral, grounds we will eventually have to accept that a large proportion of the profits of the new technology must be used to pay people to do it.

Much talking will need to be done to establish this new relationship between profits and jobs.

MIKE GOSS
Carlton Road, Norfolk.

Gummer and the bishops

SIR—Mr Selwyn Gummer's attack on the archbishops and bishops shows the extent to which Government Ministers are disturbed by the strength of feeling against their policies.

For Mr Gummer to compare such speeches with the Pope correcting Galileo on physics is ridiculous. Many bishops, clergy and laity may have a greater knowledge of economics than Mr Gummer. They can certainly see the lack of compassion for the "less comfortable Britain" which is enshrined in the policies of their Government.

It is right that they should speak out against such hardships. Perhaps they are not always right, but they are more likely to be so than some politicians who can think only of widening the class divisions which the Churches have been trying to abolish.

A. M. POLLOCK
Spennymoor, Co. Durham.

Deprived children

SIR—This is a comment from a working-class woman on Mr Kenneth Clarke's report (Nov. 16) "Searching for bare feet in Sunderland."

Until two years ago, when domestic circumstances made it impracticable, I had deprived children to spend a holiday with me during the summer.

One little girl came in a pair of shoes, broken at the back and about three sizes too large and she could not keep them on her feet. Another came in a completely new pair that had been supplied by the Women's Royal Voluntary Service. Although their clothes were in good condition, they were all second-hand, and this in the "prosperous south."

Did it not occur to Mr Clarke that anyone with no shoes would not go busily splashing through the shopping centre?

KATHLEEN OVERTON
West Haddon, Northants.

Memories of a student

SIR—We view with great compassion the suffering caused by the present famine in Ethiopia; could we ask that the Ethiopian Government extend their compassion to the detainees, in particular, our fellow student at Newnham College, Cambridge, in 1945, Aida Desta, who has been confined without trial or charges since September, 1974?

E. J. COOPER, JONAS, J. PARSONS, E. J. HITCHCOCK, C. R. JOHN, M. S. FLEAY, K. C. DRAPER, M. B. NIELD, Sheringham, Norfolk.

Space exploration as a way to peace

SIR—In the light of the discovery of what appears to be a monument resembling a human face constructed by aliens on the surface of Mars (Report, Nov. 19), is not the proposal by American scientists to send a joint East-West space team to the planet the most sensible step towards détente and multilateral disarmament?

It is a fallacy that we live in a so-called civilisation which is content to waste astronomical sums of money on missiles which will lead to the destruction of its own planet, while a galaxy exists at present outside its reach which remains totally unexplored.

The lack of "serious" space projects is all too often blamed on lack of money, but if the East and West were to abandon their ridiculous nuclear arms policies and concentrate on far-reaching space projects, mankind could leap prematurely into the 21st century, thus completing its greatest ever step.

If, as you reported, the monument may have been actually purposely built by aliens, it is very likely that they would have left technological information as totally to tip the balance of world power if one side reaches the site on Mars before the other.

G. J. BARROW
Purley, Surrey.

Sculptures on Mars

SIR—The picture of the "alien face" in the Cydonia region of Mars reminds me of the so-called Martian pyramids examined in photographs taken by the Mariner 9 spacecraft.

Two photographs obtained in the east central sector of Elysium Quadrangle shows three-sided pyramid-like structures which cast strong triangular

SIR—Although I am a supporter of this Government's policy I am concerned by the Chancellor's recent statement which will result in average increases of water rates of 12 per cent.

I am the first to appreciate that the capital programme needed to replace sewers and water supply will consume an enormous amount of money in the next decade; but it will create tremendous hardship to pay for the under-funding in previous years by charging a disproportionately large amount for water supply and sewage disposal in the years to come.

I seriously suggest that the Chancellor look at this whole position again and consider funding the capital expenditure of the water authorities in a similar way to that funded by the statutory water companies. They raise their loans and preference stock on the capital markets.

To raise water rates by an arbitrary percentage is so unfair as the method of collection is largely based upon rateable value and bears no relation to the quantity of water consumed. Bearing in mind there is no relief on grounds of hardship for paying water rates, the Chancellor's proposals could be disastrous to many consumers.

I seriously suggest to domestic consumers who live on their own that they consider having a water meter.

(Clt.) D. S. MEAD

South London Consultative Committee, Cnel, Thames Water Authority, South Croydon, Surrey.

Television and violence

SIR—The statement by Mr John Whitney of the Independent Broadcasting Authority that "after 30 years of television in Britain there is no evidence that it makes ordinary men into violent men" (Nov. 9) is a true statement. This is precisely what has been statistically shown to have done.

The evidence has been on record for more than ten years. It was presented plainly and at length by former television executive Milton Shulman in his book *Violence on Television*. It showed that there was an exact correlation between the increase in average television-watching time in America, Britain and Canada, the first three countries to have had television in a majority of homes for 15 years, and the transformation of ordinary children into violent ones. Neither he nor anybody else has offered a satisfactory explanation for the fact that this correlation is to be found only in the countries mentioned or has been attributed to the strength of feeling against their policies.

The exact mechanism by which such a transformation takes place was described by Dr Stephen Black in "Mind and Body." In a series of well-controlled experiments he showed that the information environment can be just as important to mental health as the physical environment. I need hardly add that for the great majority of Britons under 30 the information environment is overwhelmingly dominated by television.

GUY LYON PLAYFAIR
London, S.W.5.

Guarantee on roads

SIR—I was interested in Mr David Field's letter (Nov. 16) regarding the quality control of highway construction. It is not only highways that are the problem; but what I can never understand is why design faults do not seem more generally brought home to the responsible parties, namely the architects and/or consulting engineers.

With increasing privatisation I hope the position will improve. Since the advisers used will be insured against their alleged professional negligence, as distinct from those in the public sector, I think that the time has come to offer a few words in defence of the contractors who can only act in accordance with the specifications that they are given.

R. H. NYE
Crawley, West Sussex.

Evening dress legs

SIR—The correspondence about the number of miles walked in a lifetime reminds me of Thomas De Quincey's delectable story about Wordsworth's legs. "Undoubtedly," he writes, "they had been serviceable legs beyond the average standard of human requisition; for I calculate upon good data that with these identical legs Wordsworth must have traversed a distance of 175,000 to 180,000 English miles."

However, he goes on, "useful as they have proved themselves, the Wordsworthian legs were certainly not avowed; and it was really a pity, as I agreed with a lady in thinking that he had not another pair for evening dress parties."

M. R. WOODHEAD
Huddersfield.

LONDON DAY BY DAY

taste. I have even heard of people wanting to stay in Mrs Thatcher's bedroom. I told me. Many of our members lost trade after the bombing so maybe sightseers will help us."

No one could accuse Buckwell of benefiting personally. He is a local solicitor and does not anticipate sightseers calling on him.

Warning to Maughan

SWIFTLY following upon the unearthing of "new" novels by D. H. Lawrence and Graham Greene earlier this year comes the publication of another major literary rediscovery today — the uncollected writings of W. Somerset Maughan.

John Whitehead has managed to exhume four lost short stories by the master and includes in his anthology, "A Traveller in Romance," three pieces of fiction, *South Seas* as well as some historically fascinating polemic written by Maughan on behalf of the Ministry of Information to galvanise American opinion behind the British war effort.

Interestingly, Whitehead tells me that the book shows Maughan in a new sympathetic light at variance with the portrait put together by recent biographers. It also contains revealing portraits of some of his leading theatrical contemporaries: Noel Coward, Charles Hawtrey and Marie Tempest.

Babies: good news

I AM delighted to disclose that the Bristol Prison jell-baby kidnappers have capitulated in what must be considered a triumph for law and order.

The past month, as I have reported, Prison Officer Brian Coles has steadfastly refused to yield to threats, intimidation and the demand for a ransom of three tubes of Smarties in return for the babies which were abducted from his desk drawer.

Yesterday, several hours after the kidnappers' deadline had passed, Coles received a note, in verse, saying that if, as a gesture of good will, he makes a collection in aid of the Save the Children fund, the babies will be returned. What is more, the abductors agreed a 50p piece to start the ball rolling.

By last night Coles had already raised several pounds. I will report the final outcome.

Poet in Paint

WHEN painter Humphrey Ocean visited Hull to paint the poet, Philip Larkin, a commission for the National Portrait Gallery which is to be unveiled tomorrow, he found that his subject was most interested in hearing about Ocean's previous sitter, Paul McCartney.

In a letter to the gallery's director, Dr John Hayes, Ocean reports having "a very memorable time" with Larkin and adds, "he is not the misanthrope of public note."

But the elusive Larkin is not Black. He is present at the unveiling today. Doubtless he has other



Required viewing

Clip and save

AS PART of Michael Heseltine's stringent economy measures at the Ministry of Defence, deskbound sailors have been banned from receiving any more paperclips and pins.

Apparently the paper-pushers have been using far too much of the Navy's stationery supply and the Navy's service has been told that it will have to make do without further stocks until next year.

Amidst this sea of red tape I learn a curious fact. Pins are favoured in the Navy for securing papers as paperclips tend to pick up the papers beneath. Consequently, documents can get lost a matter uppermost in Navy minds at present since the disappearance of the Conqueror's logs.

As a result paperclips are nicknamed "court martial clips."

Thinner res.

IF THE HAMPSTEAD solicitor who paid £35,000 for a six-foot wide shop in Esher's Bush really imagines he has acquired the narrowest property in London, he may have to review the case, as an even less spacious residence has come to light in central London.

The Georgian property in Bayswater Road has a prime position almost opposite Marble Arch but, squeezed next to the Teyburn convent, stretches only four feet across. One previous occupant apparently found that he had to place his gas heater in the middle of the room to avoid scorching the walls.

As James Cooper considers what to do with the "funny little place" he has bought with its "really quite spacious" shop and office space on three floors, he may be interested to learn that the Marble Arch mansion is also unoccupied at present.

Fringe benefit

A BARBER'S SHOP in Bread-shop Street, Doha in the Gulf state of Qatar sports the sign: "Haircutting while you wait."

PETERBOROUGH

Kidnap girl held seven years as sex slave, say police

By IAN BRODIE in Los Angeles

A MILL-WORKER accused of keeping a woman captive in a box for seven years as his sex slave, was under arrest yesterday in a rural California town.

Police said Cameron Hooker, 31, kidnapped the woman, now 27, at knife-point in 1977, when she was hitch-hiking, and took her to his home in Red Bluff, 140 miles north-east of San Francisco.

There she was blindfolded, bound with leather straps and imprisoned in his basement in a box that was barely big enough to allow her to sit up.

The next day she was moved to a larger packing crate and last May Hooker allowed her to leave the house to get a job, on condition she returned each night, according to police.

She worked as a motel maid in Red Bluff, a ranching and farming town of 9,000, and returned each night because she feared for her life and those of her family if she fled, said police chief John Faulkner.

Minister's advice

Finally, in August, she consulted a minister and took his advice to leave her job and return to her family. Police were contacted earlier this month.

Following a search of Hooker's home yesterday, Mr Faulkner said they found a disassembled wooden box six feet long, 35 inches wide and 15 inches deep. They also found leather straps and a leather apparatus to fit over the head and face as well as numerous magazines dealing with bondage.

Under a shed on the property there was a self-made basement eight feet square where the victim was also confined. Asked if Hooker kept the woman confined day and night for years, Mr Faulkner refused to comment.

In good health

He did say she was in good mental and physical condition but his department will seek experts' views regarding hostages and their captors to try to understand why she returned to Hooker's home after being set free in May.

In a brief court appearance, Hooker denied more than two dozen charges of kidnapping, rape and sexual assault.

Estranged from his wife, he lived in a prefab on an acre of land with his two children. Last night one neighbour said: "It's just too hard to believe. I knew the girl and I knew Cameron, and they were so normal."



Mr King, Employment Secretary, discussing problems of housing, education, transport and employment with young people who travelled up from rural areas to lobby Parliament yesterday.

'MARS BAR MISCHIEF' OFFENCE

By JOHN WEEKS Crime Staff

LEGAL experts are not yet certain which offence members of the Animal Liberation Front, committed in injecting rat poison into Mars bars.

The most likely charge facing the militants, if they are caught, is one of conspiring to cause public mischief under common law. Another being considered is one of wasting police time.

But some legal experts believe there could be an argument for a charge of attempted blackmail or, alternatively, conspiring to commit blackmail to be made.

Ransom demand

This would involve proving that there was an attempt to prevent Mars Ltd continuing to finance their research, rather than that there was a ransom demand.

After causing millions of Mars bars to be checked on shop shelves, a spokesman for the front admitted the operation was a hoax designed to put pressure on the firm, which allegedly in research gives monkeys a sugar-rich diet to find a cure for tooth decay.

No Sellotaping pupils' mouths, school told

By SARAH THOMPSON Education Staff

TEACHERS at a Cornwall primary school have been told to stop "humiliating" punishment methods, such as Sellotaping children's mouths and tying pupils to chairs.

A three-month inquiry into discipline at Alverton primary school, Penzance, was completed yesterday by the county council.

It followed complaints from parents that a girl of eight had been tied to a chair with knitting wool, and on two occasions a child's mouth was Sellotaped. Mr Norman Barr, Cornwall's education secretary, admitted yesterday that the claims were true.

Formal detention has been discontinued at the 250-pupil school as a method of punishment after the council said it was inappropriate for young children.

Mr David Fryer, the deputy education secretary, said good teachers "should be able to maintain discipline in primary schools with no other sanctions than withdrawal of privileges and a talking-to."

ARCHWAY SCHEME IS SCRAPPED

By JOHN PETTY Transport Correspondent

THE Government has abandoned plans for a fifth Archway public inquiry to follow three which collapsed under the tactics of opponents and another whose findings were unacceptable.

Mr Ridley, Transport Secretary, is to withdraw draft orders made in 1975 to widen the North London road, which is a vital link in the A1.

Government has been researching since the spring for a lawyer to be appointed, with police protection, to head a fifth public inquiry.

But Mr Ridley is not bowing to pressure from extremists, who broke the health of one inspector and forced another to quit by harassment.

He is to have a fresh study made, which will be extended to take in the entire corridor across north and east London from Archway to Hackney, where a motorway-standard road leads to the Blackwall Tunnel to link with the A2 Dover Road south of the Thames.

£100,000 FOR TURNER PAINTING

By ALISON BECKETT Art Sales Correspondent

A WATERCOLOUR of a Bonneville in the Savoy mountains painted by Turner in 1802 was bought by Agnew's, the London dealer, for £100,000 at Sotheby's yesterday.

An 18th century French iron lock and key was sold for £8,200 in Sotheby's first European metalwork sale to be held in London.

Phillips' auction of cricket bats and sporting items fetched £45,242, including £500 for an A. J. Widen bat signed by W. G. Grace in 1906 which had been estimated at £60-£100.

At Harmer's a Penny black used on the first day of issue, May 6, 1840, fetched £8,500 in a British stamp sale.

'GAY' PLAN DROPPED

The GLC's Policy Committee decided yesterday to shelve a plan to note the homosexuality of famous people such as Oscar Wilde on blue memorial plaques outside their old homes.

'Boy George prize' ruse lures two into police net

By TONY ALLEN-MILLS in New York

A PAIR of young vandals were lured into an arrest in Hartford, Connecticut, when word was left at their last known address that the two had been awarded free tickets to a Boy George and Culture Club concert.

The supposed prize, from a local radio station, was said to include dinner for two and the use of a limousine for the evening.

The inventive "sting" was all part of an unprecedented police sweep through America's Eastern states which netted 3,309 fugitives from justice.

But it emerged yesterday that no sooner had the crooks and felons been rounded up than at least half of them were allowed to go free under what officials denounced as "lenient" bail policies.

The manhunt, operating with the codename First Fugitive Investigative Strike Teams, involved more than 50 law enforcement agencies. The operation succeeded in flushing out 34 alleged murderers, 105 rapists, 685 drugs offenders, 39 arsonists and four embezzlers.

Co-ordinated secretly from an abandoned building in Queens, New York, the First Teams took two months to complete their arrests on 5,000 outstanding warrants.

"This represents the largest and most successful fugitive manhunt in law enforcement history," said Mr William French Smith, the Attorney General.

The operation was aimed primarily at the habitual criminal. Officials said the average arrested fugitive had almost four previous convictions.

Mr Stanley Morris, Director of the United States Marshals' Service, said many of the fugitives were on the loose because of lax bail procedures. He admitted that judges had already freed half of those arrested despite, in some cases, dire criminal records.

'Revolving door'

Mr Morris blamed "the revolving door of justice" for the brisk turnaround that permitted many of those arrested to walk free, but Mr French Smith claimed the operation had still been a success.

Problems with the lenient judiciary "will not interfere with or dampen our efforts," Mr French Smith said.

23 MOVES TO ANOTHER DRAW

By B. H. WOOD Chess Correspondent

THE 26th game in Moscow's World Chess Championship match between Anatoly Karpov, the defending champion, and his challenger Gary Kasparov, ended yesterday like the previous 16 in an agreed draw, this time after 23 moves.

Twenty years ago this would have been a breach of chess rules, an offence against the spirit of chess. For decades arguments went on and all sorts of expedients were tried to get round the rule that no game should be agreed drawn in less than 30 moves.

Stories were rife about players who agreed to draw in just 30, but one player found he had an advantage and decided to play on to his opponent's fury. The rule was found unworkable, and was dropped.

Spectators have complained, but still they pay money to see the games. The moves in the 26th game were:

KASPAROV		KARPOV	
1	N-K3	1	P-K4
2	P-K3	2	P-B4
3	N-B3	3	N-B3
4	N-Q4	4	P-P
5	N-K2	5	P-N3
6	P-KN3	6	Q-N4
7	P-KN3	7	N-K2
8	P-B3	8	N-K2
9	B-N2	9	N-K2
10	P-N3	10	P-K2
11	Castles	11	P-K2
12	B-K3	12	Q-B2
13	N-B3	13	Castles
14	Q-K4	14	Q-N4
15	R-K3	15	R-Q1
16	KB-Q1	16	B-K3
17	P-K3	17	R-K1
18	R-K1	18	Q-N4
19	B-K3	19	Q-N4
20	R-K1	20	Q-N4
21	R-K1	21	Q-N4
22	Q-B3	22	P-B3
23	Q-B3	23	P-B3

Agreed drawn

Karpov apparently considered that manoeuvring to keep queens on would lose his extra pawn, or worse. For example: 24. P-B3; B-B5; 25. P-K3; P-QB4; 26. QxP; 7. B-B: 8.

AIR CRASH KILLS 2

A man and a woman aboard a light aircraft were killed, and three other passengers injured, when their plane made a forced landing yesterday in a parking area at Walt Disney World in Lake Buena Vista, Florida, and crashed into a car—UPI.

BLUE CHIP BOND

10% NET

MONTHLY INCOME

90 DAYS NOTICE

2 1/4% OVER SHARE RATE GUARANTEED

GET AHEAD!

If you really want your savings to make headway, get your money into Midshires' Blue Chip Bond before November 30th, 1984.

It is the Two Year Term Share that combines the big four benefits for investors who are ready to act now.

Firstly, we guarantee that the Blue Chip Bond rate of interest will remain 2 1/4% above our normal share rate throughout the full two year term. Only that is, if you invest before the end of the month — on accounts opened after that, the differential must drop to a guaranteed 2%.

Secondly, you'll get an above-average interest rate into the bargain. Currently a nice round 10% net, remaining proportionately high when interest rates in general fall during December.

Thirdly, interest can be paid to you as monthly income.

Fourthly, you have access to your money at 90 days notice with no loss of interest. Or immediately, with 90 days interest deducted.

The deadline for the 2 1/4% guaranteed differential is November 30th. So it's wise to return the coupon now.

Midshires Blue Chip Bond. Find a better Two Year Term Share and we'll eat our hats.

Midshires Building Society

Chief Office: 20 Bow St, 33-49 Litchfield Street, Wolverhampton WV1 1EL. Tel: (0902) 710710.

Full members of the Building Society Association and the Financial Protection Scheme. Assets exceed £100m. Deposits in excess of £23m. Building Society Rates may vary.

Perfect exposure is automatic with a Toshiba copier.

Like the eye, Toshiba copiers react to light and shade automatically. Even under adverse conditions the Automatic Exposure System guarantees brilliant results.

Toshiba's TTL (Through-The-Lens) metering system automatically sets the copier exposure for perfect results the first time, every time, eliminating manual setting errors.

Take an original on a darker background, for instance. A Toshiba copier compensates for this by trying to make it as white as the background as white and pure as the driven snow. Not an unholy mess.

Which is reassuring to know if you ever have newsprint, photographs, originals of dubious quality, or dreaded darker backgrounds to deal with.

What's more Toshiba copiers give consistently good results. With a reliability that is envied by many, but matched by few.

We're not suggesting Toshiba are the only people in the world making copiers. What we do say is that Toshiba copiers are the best value for money.

One thing's for sure, their prices are no way near as advanced as their electronics. And whether you're a one-

man band, or a big band, there's a Toshiba copier to suit you. But seeing is believing—so send the coupon today.

Copier Reliability from advanced technology

Lion

To: Lion Office Equipment Ltd
International House
Windmill Road
Sutton-at-Thames
MIDDLESEX TW20 7HR

Please ring me to arrange a demonstration. ☐

Please send me more details of the Toshiba range of copiers. ☐

NAME _____

COMPANY _____

ADDRESS _____

TEL NO _____

In Touch with Tomorrow

TOSHIBA

Blue chips stage rally

ACCOUNT: Nov. 12-Nov. 23.
 PAY DAY: December 3.
 BARGAINS TRANSACTED: 22,240.
 UNCHANGED: 1,078.
 EQUITY TURNOVER (Nov. 20). No. of
 bargains 15,415.
 VALUE: £212.15 million.
 SHARES TRADED: 120.6 million.

TI Group, active of late on talk of a stake build-up in front of a possible bid, were quiet and a thin market, but Lucas Industries closed 2 better at 268p, after 273p.

Revived takeover suggestions accompanied support for VVO International, 11 higher at 172p, while bid speculators also came for Jonas Woodhead, 3 up at 38p. British Printing Communications Corporation, which has made an offer for J. Waddington, met new demand and closed 5 better at 17p. Waddington held at 55p. Solid investment interest left 5 gains in BTR, at 537p, Beecham Group, at 187p, while Plessey rallied to 206p before closing 5 better at 203p. Demand was also reported for Reed International, which ended 8 better at 42p.

Suggestions that when some of the money is returned from the British Telecom issue this afternoon, these shares 12 higher at 491p, after 494p. For a similar reason, Cable & Wireless rose 13 to 370p, and Racal Electronics 6 to 274p. The market expressed disappointment with the interim figures from Whitbread and the shares reacted to 189p before closing 2 easier at 184p. Other brewery issues slipped in sympathy, but subsequently rallied well. Asahi, which was finally a shade off 170p, after 167p. Merrydown Wine improved 5 to 194p ahead of today's half-time report.

Mixed conditions prevailed in the building sector where most interest concentrated on Barratt Developments following the annual meeting; the shares ended 4 lower at 84p, after 82p. Tarmac were dull at 506p, down

6, but Costain were wanted up to 348p, a rise of 8. In a thin and sensitive market, C. H. Pearce jumped 25 to 625p.

Tuesday's newcomers, Wardle Stores, continued to meet interest at 168p, or 54p premium on the issue price. Buyers appeared for Granada, 9 up at 167p, Link House, 25 higher at 580p, and Pilkington Brothers, 7 to the good at 305p.

The appointment of receivers to Associated Telecommunications and Consult International, the Ronald Shack companies, put new pressures on Espley Trust, which fell to 8p before closing 4 down at 11p.

Vague takeover suggestions accompanied a rise in United Scientific, 8 better at 226p, in a thin market. Microfines advanced 20 to 910p, while other bright spots included C.A.S.E. at 220p, and Bowthorpe, at 402p.

Following their recent setback on poor figures, some rebounded to close 7 higher at Ssp. Metal Box were also in rallying mood after Tuesday's disappointing half-time report and ended 4 better at 344p, after 349p.

The health kept firm at 495p on consideration of their interim figures, while sympathetic gains were seen in Sedgwick Group, 9 up at 294p, and Willis Faber, 13 higher at 466p. Elsewhere in the insurance sector, Guardian Royal Exchange advanced 13 to 875p, Pearl 9 to 929p, and Rayals 6 to 516p.

Hazellwood Foods jumped 50 to 870p, the interim results, the rise being accepted as a stock shortage. Others in demand included Argyl Foods, at 222p, Glass Glover, at 232p, and North-east Foods, at 206p.

Boots improved 5 to 213p ahead of today's interim report, while other stores shares responded to selective support. Burton Group ended 3 higher at 402p and British Home Stores 5 better at 271p, but profit-taking left its mark on J. H. Phipps, 7 down at 420p, after 415p. Sensitive market conditions contributed to gains in Sumrie Clothes, 11 higher at 58p, and Fashion & General, 20 up at 515p. Leading oil issues, still under the shadow of crude price uncertainties, had a quiet rather dull session. British Petroleum eased to 429p, Britoil to 215p, and Shell Transport to 625p. Moving against the trend, Lasso were 8 up at 388p and Burnak 3 better at 202p, both on renewed takeover suggestions.

Bullion lost \$2 to \$340.75, but the gold share market reflected some small buy interest. Val Reeds rose to 285p, Southval to 237p, and Baffels to 236p, where, Charter Consolidated weakened 14 to 201p on consideration of the company's holding in Johnson Matthey, but Broken Hill Proprietary were wanted at 750p, up 18.

Tailpiece

THE shares of Scaja Group, recommended here two years ago at 135p, have certainly fulfilled our expectations and are now trading at 530p on a yield of 3.7 p.c. and a price/earnings ratio of 11.1.

The company's business is in the manufacture of engineered fabrics and rolls for the paper-making industry and felt, and other specialised industrial textiles, and its strength in the United States has played a large part in the share price re-rating.

In the year to March 31, 1956, profits advanced from £15.6 million to £18.9 million and dividends were increased from 7.5p to 9.15p. The interim report is due next Thursday and it seems likely that the board will be able to report a further extension in the company's progress allied to dollar exchange rate benefits. This expansionist policy—recently purchased a Swedish company operating in specialist paper machine equipment for £2.04 million—seems set to receive further market attention.

Stock	Price	Change
British Petroleum	429	-
Shell Transport	625	-
British Home Stores	271	+5
Boots	213	+5
Burnak	202	+3
Val Reeds	285	+8
Southval	237	+7
Baffels	236	+7
Charter Consolidated	201	-14
Johnson Matthey	750	+18
Broken Hill Proprietary	750	+18
Sumrie Clothes	58	+11
Fashion & General	515	+20
British Petroleum	429	-
Shell Transport	625	-
British Home Stores	271	+5
Boots	213	+5
Burnak	202	+3
Val Reeds	285	+8
Southval	237	+7
Baffels	236	+7
Charter Consolidated	201	-14
Johnson Matthey	750	+18
Broken Hill Proprietary	750	+18
Sumrie Clothes	58	+11
Fashion & General	515	+20

SHIPPING

Ship	Company	Destination	Arrival
British Columbia	British Columbia	London	22/11
British Columbia	British Columbia	London	22/11
British Columbia	British Columbia	London	22/11
British Columbia	British Columbia	London	22/11

TEXTILES

Textile	Price	Change
British Textiles	110	+11
British Textiles	110	+11
British Textiles	110	+11
British Textiles	110	+11

TOBACCO

Tobacco	Price	Change
British Tobacco	110	+11
British Tobacco	110	+11
British Tobacco	110	+11
British Tobacco	110	+11

PLANTATIONS

Plantation	Price	Change
British Plantations	110	+11
British Plantations	110	+11
British Plantations	110	+11
British Plantations	110	+11

RIGHTS ISSUES

Rights Issue	Price	Change
British Rights Issues	110	+11
British Rights Issues	110	+11
British Rights Issues	110	+11
British Rights Issues	110	+11

RECENT ISSUES

Recent Issue	Price	Change
British Recent Issues	110	+11
British Recent Issues	110	+11
British Recent Issues	110	+11
British Recent Issues	110	+11

PROPERTY

Property	Price	Change
British Property	110	+11
British Property	110	+11
British Property	110	+11
British Property	110	+11

TOURIST RATES

Tourist Rate	Price	Change
British Tourist Rates	110	+11
British Tourist Rates	110	+11
British Tourist Rates	110	+11
British Tourist Rates	110	+11

LONDON FINANCIAL FUTURES

Financial Future	Price	Change
British Financial Futures	110	+11
British Financial Futures	110	+11
British Financial Futures	110	+11
British Financial Futures	110	+11

LONDON TRADED OPTIONS

Traded Option	Price	Change
British Traded Options	110	+11
British Traded Options	110	+11
British Traded Options	110	+11
British Traded Options	110	+11

MOTORS & AIRCRAFT

Motor & Aircraft	Price	Change
British Motors & Aircraft	110	+11
British Motors & Aircraft	110	+11
British Motors & Aircraft	110	+11
British Motors & Aircraft	110	+11

OIL SHARES

Oil Share	Price	Change
British Oil Shares	110	+11
British Oil Shares	110	+11
British Oil Shares	110	+11
British Oil Shares	110	+11

BANKS & DISCOUNT

Bank & Discount	Price	Change
British Banks & Discount	110	+11
British Banks & Discount	110	+11
British Banks & Discount	110	+11
British Banks & Discount	110	+11

BREWERIES

Brewery	Price	Change
British Breweries	110	+11
British Breweries	110	+11
British Breweries	110	+11
British Breweries	110	+11

BUILDINGS & ROADS

Building & Road	Price	Change
British Buildings & Roads	110	+11
British Buildings & Roads	110	+11
British Buildings & Roads	110	+11
British Buildings & Roads	110	+11

ELECTRICAL & RADIO

Electrical & Radio	Price	Change
British Electrical & Radio	110	+11
British Electrical & Radio	110	+11
British Electrical & Radio	110	+11
British Electrical & Radio	110	+11

INDUSTRIALS

Industrial	Price	Change
British Industrials	110	+11
British Industrials	110	+11
British Industrials	110	+11
British Industrials	110	+11

COMMONWEALTH & AFRICAN STOCKS

Commonwealth & African Stock	Price	Change
British Commonwealth & African Stocks	110	+11
British Commonwealth & African Stocks	110	+11
British Commonwealth & African Stocks	110	+11
British Commonwealth & African Stocks	110	+11

CORPORATION STOCKS

Corporation Stock	Price	Change
British Corporation Stocks	110	+11
British Corporation Stocks	110	+11
British Corporation Stocks	110	+11
British Corporation Stocks	110	+11

FOREIGN STOCKS

Foreign Stock	Price	Change
British Foreign Stocks	110	+11
British Foreign Stocks	110	+11
British Foreign Stocks	110	+11
British Foreign Stocks	110	+11

DOLLAR STOCKS

Dollar Stock	Price	Change
British Dollar Stocks	110	+11
British Dollar Stocks	110	+11
British Dollar Stocks	110	+11
British Dollar Stocks	110	+11

FINANCIAL TRUSTS

Financial Trust	Price	Change
British Financial Trusts	110	+11
British Financial Trusts	110	+11
British Financial Trusts	110	+11
British Financial Trusts	110	+11

FOOD & CATERING

Food & Catering	Price	Change
British Food & Catering	110	+11
British Food & Catering	110	+11
British Food & Catering	110	+11
British Food & Catering	110	+11

CHEMICALS & PLASTICS

Chemical & Plastic	Price	Change
British Chemicals & Plastics	110	+11
British Chemicals & Plastics	110	+11
British Chemicals & Plastics	110	+11
British Chemicals & Plastics	110	+11

DRAPERY & STORES

Drapery & Store	Price	Change
British Drapery & Stores	110	+11
British Drapery & Stores	110	+11
British Drapery & Stores	110	+11
British Drapery & Stores	110	+11

CINEMAS & TV

Cinema & TV	Price	Change
British Cinemas & TV	110	+11
British Cinemas & TV	110	+11
British Cinemas & TV	110	+11
British Cinemas & TV	110	+11

BRITISH FUNDS

British Fund	Price	Change
British Funds	110	+11
British Funds	110	+11
British Funds	110	+11
British Funds	110	+11

INVESTMENT & BUSINESS

City Editor
Andreas Whittam Smith

Daily Telegraph
City Office
112 Queen Victoria Street
London EC4P 4BS
Tel: 01-353 4242

St Paul's considers bid for Cullen

JOHN FLETCHER'S St Paul's Shares has stepped up its bid for Cullen's Shares, in a 56-64m offer from Watling (105), receipt of a recommended offer, says it is still considering whether or not to make an offer. St Paul's paid 385p a share on Monday for a further 5-45 p.c. of Cullen's vote-carrying Ordinary shares, taking its holding up to 16.5 p.c., and 285p a share for another 10.5 p.c. of the "A" making 29.5 p.c. of that class of equity.

Watling has irrevocable acceptance in respect of 21.4 p.c. of the Ordinary equity. Both Watling and St Paul's have now had talks with former Cullen's director David Cullen, who speaks for more than 20 p.c. of the Ordinary equity but has yet to make clear his views on the current situation.

Cullen's Ordinary and "A" shares held steady at 435p and 325p yesterday. Watling is offering 375p and 275p respectively.

Leaving Gratlan

JOHN HASLAM, a member of one of the founding families of the Gratlan mail-order business, is "leaving" the board at the end of the year. The company gave no reason for his departure, although it is believed there have been personal disagreements in the boardroom.

Sketchley slips

DRY-CLEANING and industrial workwear manufacturer Sketchley has seen its interim profits to Sept. 23 slip from £5.7m before tax to £4.1m. This follows an increase in the depreciation charge from £1.7m to £12.1m but also reflects a downturn in the workwear contribution.

The interim dividend, payable Jan. 4, is to be raised from 4.1p net to 4.3p.

Question—P23

Firth's stake

IAN WASSERMAN'S G. M. Firth has further increased its holding in East Lancashire Paper, subject of an unwelcome £4.8m offer from British Pyrochem, with the purchase of 550,000 shares, taking its holding to 10.18 p.c.

Whitbread up

WHITBREAD's first-half profits to Sept. 1 have risen from £5m before tax to £5.8m, a 16% increase over the £5.0m of 1983. Beer profits led the way partly as a reflection of cost savings relating to the recent closure of the Luton brewery.

The interim dividend is to be raised from 1.85p net to 2.05p, payable on Jan. 11.

Question—P23

Wyllie wins

BILL WYLLIE, the Australian entrepreneur who controls troubled Regal Hotels in Hong Kong, won a stormy shareholders' battle yesterday ahead of a HK\$400m (£21m) refinancing package.

At a packed meeting of shareholders in an associate company, Palladium Investments, his plan for the company to buy a controlling stake in Regal went through after a sell. The move paves the way for the rights issue to go ahead.

H. Young

H. YOUNG Holdings is selling Putlocks, the Surrey Mercedes-Benz dealer, and its workshop property, and is taking its second step in forming a financial services division by acquiring CRU, Lloyd's insurance broker.

Putlocks is going to its managing director Michael H. Young and certain associates for £520,000 cash while all Putlocks' £384,000 indebtedness will remain with it.

WORLD MARKETS

AMSTERDAM (ANF CBS Gen)	175.00 + 0.30
BRUSSELS (Stock index)	156.24 - 0.63
FRANKFURT (CAC General)	CLOSED
HONGKONG (Hang Seng)	1,084.35 + 11.83
NEW YORK (Dow Jones)	1,201.52 + 6.40
PARIS (CAC General)	160.10
STOCKHOLM (All-Ordinary)	774.30 + 1.70
TOKYO (Nikkei Dow)	11,249.69 - 7.29
ZURICH (Credit Suisse)	312.50 + 0.30

U.S. RATES

Federal funds	9 3/4 p.c. (8 1/2 p.c.)
Treasury 3 month bill	8 5/8-8 5/16 (8 1/2-8 5/16)
Long bonds	11 1/4 p.c. (11 1/8 p.c.)

U.S. COMMODITIES

COPPER (COMEX)	Jan. 33 1/2, Feb. 34 1/2, Mar. 35 1/2, Apr. 36 1/2, May 37 1/2, Jun. 38 1/2, Jul. 39 1/2, Aug. 40 1/2, Sep. 41 1/2, Oct. 42 1/2, Nov. 43 1/2, Dec. 44 1/2
COCAINE (COMEX)	Jan. 21 1/2, Feb. 22 1/2, Mar. 23 1/2, Apr. 24 1/2, May 25 1/2, Jun. 26 1/2, Jul. 27 1/2, Aug. 28 1/2, Sep. 29 1/2, Oct. 30 1/2, Nov. 31 1/2, Dec. 32 1/2
CRUDE OIL (COMEX)	Jan. 22 1/2, Feb. 23 1/2, Mar. 24 1/2, Apr. 25 1/2, May 26 1/2, Jun. 27 1/2, Jul. 28 1/2, Aug. 29 1/2, Sep. 30 1/2, Oct. 31 1/2, Nov. 32 1/2, Dec. 33 1/2

FT—ACTUARIES INDICES

Industrial Group	560.95 (+4.01)
"500"	603.61 (+4.71)
All-share	552.89 (+3.55)

Telecom moves to prevent unofficial deals

By ROLAND GRIBBEN

FRESH attempts to ensure "fair play" in the British Telecom share offer by clamping down on unofficial dealings and multiple applications from speculators looking for a quick profit were disclosed yesterday.

They emerged as applications from the public advised to "post early" to ease administrative strains, began to build up. An estimated 40,000 applications arrived by post at the end of the week, with 4,000 staff to sort through forms and handle cheques.

The extra police action involved Hoare Govett, the lead stockbroker, and Kleinwort Benson, the merchant bankers, handling the £39 billion flotation for the Government, trying to demonstrate that the City is playing fair by the small shareholder.

Hoare Govett and the banks were trying to stamp out unofficial dealings after indications that a market had developed in the partly paid 50p shares at over 60p. Calls were made to brokers telling them to resist the temptation to start dealing which could only damage the City's reputation in the eyes of the public.

One source said: "This type of practice will just confirm the worst fears of people that the City is out to make a killing. If we could stamp it out we would."

Kleinwort increased the tempo of its efforts to head off multiple applications from "stags" looking for an early profit. The bankers pointed out that the stags could run the risk of prosecution for fraud

under the Theft Act if they breach the terms of the prospectus.

Accountants Peat Marwick Mitchell have been appointed already to ensure the one application per person is observed with warnings that brokers and banks will lose their commission if they try to cheat.

Now lawyers have held Kleinwort that there would be a case for prosecuting individuals trying to tag the issue on the grounds that they would be defrauding the Government. There has been only one known prosecution for "stagging," dating back to 1975, but a decision whether to take legal action would have to be made by the Government and there appears to be little enthusiasm in Whitehall at present to use the big stick.

The prosecution threat is being seen as another indication of the efforts being made to give the "little man" a fair run in the interests of wider share ownership for an issue expected to be heavily oversubscribed.

Building societies and banks are being urged to heavy withdrawals from investors to make the initial 50p share down payment before applications close at 10 a.m. on Wednesday.

But there were complaints from prospective applicants yesterday that institutions would have a head start on the "small man" because dealings will start on December 3 while letters of confirmation about allocations will not go out to the individual shareholder until after December 6 because of the expected huge administrative burden.

Lawson plans bank for export finance

By ANNE SEGALL

MR LAWSON, the Chancellor, has called for talks in the City on the idea of creating a new bank to provide long-term finance for exporters.

The Chancellor's initiative came yesterday as part of a Government decision to sweep aside the recommendations of the Matthews Committee and the Export Credits Guarantee Department in its present form.

The Matthews report, published in April, said ECGD should cease to operate as a Government department and should be turned into a public corporation with a substantial capital base of its own.

The decision to keep ECGD in its present form was greeted with dismay in the City yesterday where there has been mounting concern over the department's lack of flexibility in arranging insurance cover as well as over bureaucratic delays in meeting exporters' claims.

Both banks and exporters criticised the department in their evidence to the Matthews Committee and supported the idea of a public sector corporation.

Mr Channon, Minister of Trade, said yesterday that the Government accepted that changes were needed to make ECGD more businesslike and commercial, but felt this could

be achieved without disrupting the organisation.

Instead, a team of outside consultants would be working with department officials to find ways of improving its performance under existing arrangements.

News that ECGD is to survive in its present form comes at a time of huge insurance losses incurred by the department as a result of the third world debts crisis.

Jack Gill, the department head, revealed yesterday that ECGD is £25 million in deficit and was having to borrow from the Government to meet exporters' claims. The deficit appears to be rising at the rate of £50 million a month, with claims against Nigeria accounting for a large proportion of the increased cash drain on the department.

The idea of a private bank specialising in export finance was given a mixed but generally favourable reception in the City. The Bank of England said Kit Farrow, an assistant director, would be heading a team looking into the question.

At present, finance for exports is provided mainly by Britain's big high street banks which between them have lent roughly £6 billion to British exporters and overseas buyers of British goods.

North Sea spot oil prices slip

NORTH Sea oil prices dropped further in spot market trading yesterday amid denials that another cut was being planned in official prices.

Brent oil, the base for North Sea prices, was being quoted at \$27.55 a barrel for delivery next month, a discount of \$1.10 on its new official price of \$28.65 and down to \$27.45 for January shipments.

The price of Brent's oil has dropped by more than 60 cents a barrel from the levels reached after the Organisation of Petroleum Exporting Countries tried to underpin the market with the announcement of production cuts.

CJR in £16m portfolio sale

CHARTERHOUSE J Rothschild is selling the bulk of its remaining industrial companies portfolio in a newly-formed company, Paragon Group, headed by three CJR executives.

The sale price is £16.75 million for nine companies, of which £15.25 million is due in cash now and the balance in 10 p.c. three-year loan notes. The sale also strips out £8 million borrowings from the CJR balance sheet.

The company is Coleridge, owned 55 p.c. by CJR, and an option to buy back into Coleridge has been retained if the wallcoverings and textiles company goes public before end-1987.

Marks and Tesco planning link

By DAVID GREEN

TESCO and Marks and Spencer have joined forces in the fierce battle among major retailers to secure sites for new stores. They believe their combined talents and reputations will present an attractive proposition to planning authorities.

The stock market's reaction was to push both shares up—Tesco closing 9p up at 234p and Marks and Spencer 5p higher at 124p.

Both companies stress that co-operation is to be kept strictly to winning permission for the development of sites. Once established they would trade in full competition with each other.

They are looking for edge-of-town sites which would be big enough to accommodate two stores, each of about 60,000 sq ft, with parking space for around 1,200 cars. That means an area of 12 to 15 acres.

Marks and Spencer announced last May that it was looking for out-of-town sites and this development is part

of that strategy, but it emphasised yesterday that there would be a "continuing commitment to the high street."

The intense rivalry between the major retailers was highlighted three weeks ago by John Hardman, managing director of Asda, at the opening of the group's 100th superstore at Charlton.

He was strongly critical of the "stranglehold" being gained by Tesco and Sainsbury in the development of superstores in the London area. Unless more planning permissions were granted, he said, that hold would be tightened even further.

"The availability of land is not a problem," he said yesterday. "It is the attitude of the planning authorities and the very narrow view they take. Given that I should think Marks and Tesco will also find difficulties."

According to Mr Hardman's statistics there is one superstore per 105,000 people in the north and Scotland compared

THE Stock Exchange is now hemmed about with an extraordinary variety of official requirements.

First and foremost is the Government requirement that minimum commissions, and all that they support, are dismantled by the end of 1986. But, as pointed out yesterday by Stock Exchange chairman Sir Nicholas Goodison, requirements for the Stock Exchange Council's new role as an EEC-approved "competent authority" will also mean substantial changes.

Nor does that take into account the impending Government White Paper on reform of investor protection laws. The Stock Exchange will be vitally affected, not least on the vexed question of paying for the new system.

One of the major effects of the EEC directives will be the requirement that more information be provided by companies applying for a London stock market listing. A company which fails to obtain a listing will be able to apply for a judicial review in the High Court on the matter. Sir Nicholas made the council's view of the directives clear with a comment: "The whole matter becomes more legalistic and onerous and will make listing harder to obtain."

Throughout the long negotiations leading up to "competent authority" status, the council had argued for making the necessary changes in a relatively simple administrative form. But the final decision was that the new rules had to be statutory, making matters such as the provision of an interim report, formerly simply a provision of the listing agreement, into a legal requirement.

Under the circumstances the formal listing agreement will now vanish, with an application for listing implying commitment to follow all the new rules.

It also looks likely that the Stock Exchange will fail to meet its December 1986 deadline for abolishing minimum commissions. Interpretation of Sir Nicholas' statement earlier this week that the new systems should be in place by the autumn of 1986 if any "technological accidents" were avoided seems to yield the solution.

CITY COMMENT

Stock Exchange faces up to changing times

"We will be asking the Government to extend the official deadline in due course..." That seems to be the message.

Enterprise of odd man out

A PLEASING rarity value now attaches to City firms which do not want to be market-makers in Government stock. They are the local equivalent of unsigned copies of books by former Prime Ministers.

Exco, the money-broker and majority shareholder in Reuters' competitor, Telerate, is turning that rarity value to account. It is backing a new company which will apply to be an inter-dealer broker, providing the electronic network through which the market-makers will trade with one another.

In so doing, Exco stresses that it does not mean to be a market-maker itself, which, it says pointedly, will ensure "a lack of conflict of interest."

A few doors down Cannon Street, Exco's rival, Mercantile House, has every intention of owning a market-maker and an inter-dealer broker too. Tullett & Tokyo is setting up an inter-dealer dealing company jointly with Security Pacific, the United States bank, which owns another such business in New York.

Security Pacific also owns 29.9 p.c. of stockbrokers Hoare Govett and will buy the rest when it is allowed. That looks like another market-maker.

Will the inter-dealer brokers' customers, the market-makers, be happy to buy their services from the subsidiary of a competitor? "We've done some research among

the likely major market-makers," says Exco's Bill Matthews, "and we find some concern about possible conflicts of interest. We believe that this is likely to become a contentious matter."

So indeed it has, since Gordon Pepper, of W. Greenwell—another likely market-maker—has been making Mr Matthews' point in stronger language.

Those in the other camp say that the objection is artificial, that they have always had to operate so as to avoid any conflicts of interest, and that if they were ever seen to fail they would be out of business at once.

What we are now seeing is a preview of the intense competition as the new gilt-edged market comes into being. Hoare Govett, Security Pacific's fiancé, is also one of the six Stock Exchange money-brokers who lend money or stock to the jobbers.

Would Exco like to be a Stock Exchange money-broker, lending to market-makers, in the new dispensation? "We've given it a little little thought," Mr Matthews says.

The new inter-dealer broker firm is to be called Williams Cooke Lott & Kissack, after the four young men from leading gilt-edged brokers who have come together to set it up. Exco, their backer, will own 76 p.c. of the shares.

Commodities drift again

THE sudden recovery in the dollar this week combined with the renewed weakness of sterling is liable to put paid to the modest upturn in commodity prices, in

dollar terms at least, which had month. Dollar-based commodity indices are 2 p.c. to 3 p.c. higher than they were in the middle of October, but have begun drifting back again this week.

Sterling-based indices mirror the dollar-based indices. The FINANCIAL Times commodity index drifted gradually as sterling rallied from its all-time low five weeks ago. But the index has begun to rise again strongly this week as the pound again came under pressure, and it is now about 1 p.c. above where it was before the sterling's rally began. Copper, lead and tin are all once again dearer than they were a month ago in sterling terms. Cash copper wirebars jumped another £25 to £1,088 a ton yesterday, the was up £10 a ton and is virtually back up to where it was a month ago.

Currencies, in fact, have been more important than supply and demand for most metals over the past month. The pound at one time had regained almost 6 p.c. against the dollar, but has suddenly given up almost half that recovery this week alone.

The main exception to the trend in the past few weeks has been aluminium. Although the United States and Japanese economies have grown faster than expected over the past year, and the West European economies are showing some signs of taking up the running, world production of aluminium last month was about 3 p.c. lower than in the same month last year.

In dollar terms the free market has fallen 30 p.c. this year, stocks have been rising and prices have tended to fall.

The dollar price rallied over the last month and is still higher than it was a month ago, but the sterling price has fallen, and is continuing to fall this week in spite of the pound's relative weakness. The coling price for cash aluminium fell another £4 to £921 a ton yesterday and there is no obvious basis for support in sight. While the Japanese and Americans have cut back on smelting capacity, Alcan has maintained production to try to increase its market share, and new capacity in Europe and the third world has ensured there is no easing of the squeeze on aluminium prices.

Brokers' gloom hits Matthey shores

SHARES in Johnson Matthey, the precious metals group, plunged 75p to 80p yesterday following a gloomy circular on the company's prospects by brokers Fielding, Newton-Smith.

David Morgan, a key analyst at Fielding, said yesterday "if you look closely at the document produced by the company last week it is hard to justify the recent price of 110p for Johnson Matthey shares."

"The company is in a weak financial position and there are uncertainties about its profit potential," he commented. The key question for shareholders now is whether British Petroleum will proceed with a bid for Johnson Matthey but there are mounting fears that it will not be willing to pay a high price. A decision is expected within the next two weeks.

Barratt warns on first half

SIR Lawrie Barratt, chairman of Britain's biggest house-builder Barratt Developments, warned shareholders at yesterday's annual meeting that first-half completions will be lower than last year and results are expected to be "disappointing."

The warning was expected by shareholders, although Sir Lawrie had made no mention of the situation in his annual report.

Last year's profits fell from a restated £50.3 million to £35.6 million after the adverse publicity over the group's timber framed starter homes. The trading results led to substantial salary cuts for executives.

Mr Lawrie came under close questioning from one shareholder who wanted to know why the chairman had not appeared on the television programme "World in Action." Sir Lawrie claimed the programme "would not allow us a fair hearing."

Rationalisation is under way within the group to take account of lower house volumes but the chairman said that redundancies will hit first-half results.

Falling orders fail to depress Wall Street

By LAUREN CHAMBLISS in Washington

ANOTHER indication that America's expansion could be in for a rough ride in the fourth quarter even though inflation remains subdued, caused confusion on Wall Street yesterday.

The Dow Jones Industrial Average swung first one way and then the other as traders tried to digest a plethora of news but in the end the stock market closed with a gain of 6.40 at 1,201.52. It was the

second day in the row that investors had managed to pull the market forward after a fortnight of daily declines and it came in the face of discouraging economic news.

The government reported that the consumer-price index held steady in October, with an 0.4 p.c. rise that matched the previous month's increase.

There were modest price boosts in nearly every sector of the retail market. For the past 12 months America's main inflation gauge has risen 4.2 p.c.

Renold writes down shares

RENOID, which last week confirmed it was back on the recovery path—following up 1983-84's £1m turnaround to break even with opening half profits of £1.4m against a restated £2.6m loss.

The company intends eliminating the current £2.8 deficit on its profit and loss account, by reducing the nominal value of its £1 Ordinary shares to 25p and cancelling the 75p premium on each share together with the £1.9m in its share premium account.

Reorganisation and expansion lead to significant gains.

53 weeks to 31.12.1984	Consolidated Turnover and Profit	26 weeks to 31.12.1983	26 weeks to 1.9.1984
£M	£M	£M	£M
1185.7	Turnover	580.6	678.3
108.4	Trading profit	55.4	67.1
6.5	Related companies	3.6	4.4
(19.8)	Interest, net	(9.0)	(13.9)
95.1	Profit before tax	50.0	57.6

- Whitbread and Company PLC announce unaudited results for the six months to 1st September, 1984.
- Consolidated turnover up 16.8% over the same period last year to £678.3m.
 - Profit before tax and extraordinary items up 15.2% to £57.6m.
 - Profit after tax up 8.6% to £42.9m.
 - Interim dividend up 10.8% to 2.05 pence per share.
 - Management effectiveness increased by reorganisation.

BEER BREWING & WHOLESALE

- Profits increased by reduced costs
- Lager—Heineken, Stella Artois, Kalenberg Diat Pils, Whitbread Gold Label Lager—accounted for 44% of beer sales
- 20 local ales support lead brands—Whitbread Trophy and Whitbread Best Bitter

WINE & SPIRITS

- Acquisition of the Buckingham Corporation will complement Julius Wile. The combined company will be one of the leading importers of premium wines and spirits into the USA

- Long John International increased export sales in a difficult market
- Scoresby Rare continued as a leading "Bottled in USA" brand of Scotch

- Stowells of Chelsea, brand leader in wine boxes, increased market share
- Calvet and Langenbach continued to expand in their overseas markets

- £1 million per week invested in retail outlets
- Over 1000 new jobs created
- Successful development of Beefeater, Roast Inns and Pizza Hubs—now over 250 restaurants
- Pub food grows through Brewers Fare and Inns Fare
- Threshers, Aske & Nephew and Whittalls Wines now provide wide geographic coverage with 770 off-licences

THE FUTURE

"We are confident that our increasingly cost-efficient beer operations together with the development of our retailing and wines and spirits businesses will lead to continued profit growth."

SAM WHITBREAD
CHAIRMAN



WHITBREAD

The Brewery, Chiswell Street, London EC1. Tel. 01-606 4455

HAY-MSL Selection and Advertising Limited - 52 Grosvenor Gardens - London SW1W 0AW - Tel: 01-730 0833
 a HAY-MSL Selection and Advertising Limited is a member of the HAY-MSL Management Consultants Group.
 Offices in Europe: The Americas, Africa, Australia and Asia Pacific.
 City: 01-236 5354

HAY-MSL

SELECTION & ADVERTISING

Birmingham 021-643 6234 - Bristol 0272-276617 - Edinburgh 031-225 3307 - Glasgow 041-248 7700
 Leeds 0532-454757 - Manchester 061-834 2425

Payroll Manager for SAINSBURY'S

CENTRAL LONDON: AROUND £15,000 + CAR

SAINSBURY'S

Sainsbury's is the UK's leading food retailer with over 250 supermarkets and an enviable on-going growth and profits record. Based at our head office in Blackfriars, your key role will be to lead a team of around 20 payroll staff responsible for the accurate production of our payroll to tight deadlines. This is a very challenging, demanding and rewarding post - we currently employ around 55,000 staff and plan to open an additional 50 new stores over the next three years. We are implementing a new payroll system based on the MSA package and the position will involve close liaison with our D.P. and Accounting Departments. Probably aged 30 to 50, you should have substantial knowledge of large

computerised payroll systems including proven management experience. The ability to work under pressure plus first class leadership, interpersonal and decision making skills are essential. Excellent benefits package includes BUPA, profit share and share option scheme (subject to service) and relocation assistance, where appropriate. Please write with a detailed C.V. or telephone for an application form, to: L. D. Thompson, Recruitment Manager, Headquarters Personnel, J. Sainsbury plc, Watford House, Barnard Street, London SE1 9LL. Tel: 01-921 6576.

Manager - Recruitment Agency

SURREY

CPC

An established agency with ample financial resources is diversifying its activities into the recruitment of technical and professional staff, permanent and temporary, for UK and overseas construction industries. This provides a recruitment consultant, with relevant experience, with the rare opportunity to create a new venture.

Conditions of employment are open to discussion. Please send C.V. and details of current reward package to Bob Lovesey, CPC Recruitment, Heron House, Buckingham Street, Aylesbury, Bucks.

Network Controller - Telecommunications

CENTRAL LONDON



...to join the newly created control centre of Reliance Systems Limited, a market leader in the telecommunications market and a member of the GEO Group. Leading a team of three, the task will be to monitor and maintain the performance of our client's London and national PABX systems network. Candidates, preferably trained, should have direct experience of the installation and/or maintenance of electronic PABX's and a knowledge of British Telecom's procedures. Knowledge of private networks including megastream circuits, experience in interpreting traffic figures for network

planning purposes and familiarity with call logging equipment is also desirable. The ability to communicate effectively, verbally and in written form, is essential. We offer an attractive salary package including contributory pension scheme. Applications, detailing relevant experience, should be sent to: George Stodd, Reliance Systems Limited, Turnells Mill Lane, Wellesborough, Northants NN8 2RB.

Regional Marketing Manager

BASED SURREY

LAING

Our Southern Region, which covers the area South of the Thames from Newbury to Thanet, requires a Marketing Manager to work out of its Surrey office. This is a senior appointment in a Region which handles the full range of construction projects. Reporting to the Regional Director, you will lead a team of regional marketing and sales staff and have overall responsibility for achieving sales targets and for developing business opportunities within existing markets in both the public and private sectors. You will also be expected to develop contacts with potential clients and their advisers who could be in any of the construction or associated professions. Responsibilities will

also embrace promotional activities. This is a challenging position with plenty of scope for personal initiative and drive. You must have in-depth experience of the construction industry and ideally possess established contacts. An attractive salary will be negotiated and a company car provided, together with five weeks' holiday and other usual large company benefits. Please send a full C.V. including details of salary to: A. J. Seamus, Personnel Manager, John Laing Construction Limited, Page Street, Mill Hill, London NW7 2ER, or telephone 01-906 5215 for an application form.

Sea Bed Survey Specialist

LONDON BASED



BP Exploration Company Limited

BP Exploration is seeking a specialist experienced in the acquisition, processing and interpretation of sea bed, shallow sediment and seismic data. Based in the Survey & Cartography Division in London regular periods will need to be spent on offshore survey missions in UK waters and operational areas abroad. You will provide input to both exploration and production engineering development projects and will also be expected to identify and pursue useful areas of research. You should have a good honours degree in a subject cognate to offshore hydrographic/geophysical survey, such as Surveying, Geology, Oceanography, Geography, Maritime Studies, with, preferably, a relevant MSc or PhD. You should also have at least five years' experience

in varied offshore hydrographic or geophysical survey related to sea bed data acquisition, the use of various data acquisition sensors, the interpretation and analysis of survey data, and the presentation of reports. We offer a competitive salary plus an excellent range of fringe benefits including generous relocation expenses, where necessary. Please write or telephone for an application form, quoting ref. D.177, to: Susan Skolar, Recruitment & Placement Branch, The British Petroleum Company p.l.c., Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-920 3484. BP is an equal opportunity employer.

Management Accountant

NORTH WEST: c.£12,000 + CAR



Pennine Hosts

Pennine Hosts, an autonomous multi-million subsidiary of the Host Group, is currently seeking a Management Accountant to join its team of 270 managed pubs, restaurants, and cafe bars in the North. This appointment results from a promotion. With a team of four and reporting to the Financial Controller key tasks will include the provision of comprehensive management information, the evaluation of investment opportunities, and the progressive development of new, advanced accounting technology. On your own initiative as a member of the dynamic management team you will monitor financial performance and

recommend action to exploit positive and eliminate negative variances. You will be in your 20's or early 30's and for preference qualified ICMA with at least 3 years' experience in brewing, catering, retail or other relevant fast moving, results oriented multi-outlet business. Salary for discussion as indicated. Usual big company benefits include bonus of relocation to the Greater Manchester area where appropriate. Please write - in confidence - with full career details to John Hodgson ref. D.1806, HAY-MSL Management Selection, Sovereign House, 12-18 Queen Street, Manchester M2 5HS.

Managing Director - Designate

c.£20,000 + CAR

Capital Equipment Sales

HAY-MSL
CONFIDENTIAL
ADVERTISING

...for the wholly owned subsidiary of a well established and profitable UK Plc, turnover around £50m. The company specialises in the marketing and sales of high quality capital equipment throughout the UK, together with the manufacture of a range of ancillary products. The successful candidate will have full profit accountability and play an important role in future growth. Key tasks will be to increase sales volumes, review existing product market strategies, and manage effectively sales, engineering, and administrative staff. The requirement is for an engineer, aged 35 to 45, educated to at least

HND level, with substantial experience in marketing capital equipment at senior executive level. Familiarity with printing processes, particularly silk screen printing, would be advantageous. Basic salary as indicated, normal large company benefits, including profit related bonus and relocation assistance to the West Midlands. Please write - in confidence - with full details including salary and a separate list of companies to whom you would not like your details sent, to: Richard Croxall, ref. D.25046, HAY-MSL, Confidential Advertising, Union Chambers, 63 Temple Row, Birmingham B2 5NS.

Develop your career in Project Management

Real career potential... fast growth environment

SUSSEX COAST



HUNTING
HIVOLT LTD

Hunting Hivolt, one of the most rapidly expanding engineering companies on the South Coast is a member of the Hunting Group of Companies. Opportunities exist to work on our military contracts which include the design, development and installation of communications and electronic systems in military vehicles, together with mobile power generating systems. You will work on a variety of MOD contracts from conception to completion, interface between clients, colleagues and contractors, and generally make things happen when they should, using persuasive and

administrative skills, and balancing commercial considerations with customer requirements. We seek graduates or equivalent with two or more years' experience in a project management environment. Major company benefits include relocation help and career prospects are linked to company success, and are therefore good. Please send full details, including salary, making an application form unnecessary to: Chris Blake, Hunting Hivolt Limited, Riverbank Works, Shoreham-by-Sea, Sussex BN14 5PL.

Marketing Executive - Construction

SOUTHERN ENGLAND

HAY-MSL
CONFIDENTIAL
ADVERTISING

...for a long established building and civil engineering company. Intending to expand activities into the South of England/London area. You must have worked at senior management level in the construction or a related industry and have good contacts with architects, engineers, local authorities, developers, and other decision makers. An appropriate qualification in engineering, architecture, surveying or marketing is desirable. You will be expected to operate largely on your own initiative and to

assist in the development of company strategy. This is a challenging job and attractive salary and conditions can be negotiated by the successful applicant. These will be forwarded direct to our client. Last separately companies to whom your application should not be sent. B. G. Woodrow ref. D.1836, HAY-MSL, Confidential Advertising, 52 Grosvenor Gardens, London SW1W 0AW.

Sales Representative - Medical Products

AROUND £11,500 + CAR

Amersham

Amersham International plc is a world leader in the supply of immunoassay kits for clinical diagnostics, with important and successful product lines in thyroid, oncology, obstetrics and gynaecology. We are rapidly expanding these and other areas including virology using both our well-established radioactive and innovative non-radioactive technologies. We currently have an opportunity for a Sales Representative to sell our range of clinical diagnostics to hospital laboratories in a territory covering: NORTH EAST, THAMES, EAST ANGLIA & TRENT REGIONAL HEALTH AUTHORITIES. The territory also includes Northern Ireland which is visited approximately every 2 to 3 months. With a degree in a scientific discipline, preferably biochemistry, or a qualification to A.L.M.S. standard, you should have either 2 to 3 years'

successful sales experience or have a good knowledge of immunoassay procedures and now wish to develop a career in sales. Sound commercial awareness plus good organisational and communication skills are essential. A willingness to be located within the UK mainland part of the sales territory is essential and generous relocation assistance will be provided, where appropriate. As a dynamic growing organisation we can offer real opportunities for career progression. Please write with a detailed C.V. or telephone for an application form, to: Alan Bell, Personnel Manager (AB), Amersham International plc, White Lion Road, Amersham, Bucks. Tel: Little Chalfont (02940) 4444, ext. 3308.

Training Officer

LONDON BASED

Management development and interpersonal skills training



BP International Limited seeks an experienced training officer to join a team of trainers who provide management development and interpersonal skills training and advice as a central service to the BP Group. Front-line interpersonal skills training on a range of existing programmes forms a significant part of the job. Other responsibilities include analysing training and development needs, designing, directing and resourcing specific training events, evaluating the effectiveness of training, advising line management on developments in training methodology and contributing to initiatives taken in organisational development and training consultancy. The position is based in our London office but the successful candidate will be expected to spend a considerable amount of time at the Group's training centre in Buckinghamshire.

Candidates should have a University degree or equivalent professional qualification, preferably in the behavioural sciences, with two years' commercial/technical experience and a minimum of three years' relevant front-line training experience. The BP Group offers good career prospects both within the training function and in the broader personnel field. Salary commensurate with experience is part of an attractive benefits package which includes non-contributory pension scheme and generous relocation assistance where appropriate. Please write or telephone for an application form, quoting ref. D.175, to: Susan Skolar, Recruitment & Placement Branch, The British Petroleum Company p.l.c., Britannic House, Moor Lane, London EC2Y 9BU. Tel: 01-920 3484. BP is an equal opportunity employer.

Sales Manager

Substantial Salary + Benefits

North Yemen

Our client is a privately controlled group of companies with substantial interests in the Middle East including commodity trading, light industries, tourism and investment businesses. A well founded and enterprising group with plans for substantial expansion and diversification, it is now seeking to appoint a Sales Manager for its marketing and distribution organisation of consumer packaged goods to be based in North Yemen.

Responsible directly to the General Manager, the successful applicant must have had considerable experience in fast moving consumer goods, preferably in the Middle East.

He must be able to direct, motivate and control a sales force in a market with a complicated distribution structure, identify problems and take full advantage of the existing situation to resolve such problems as they arise.

Forecasting the demand in each product category, he must be able to set realistic volume targets for the sales force to achieve. Therefore, training and supervision of the sales force will be a key function as will the ability to communicate effectively at all levels.

Responsibility will include sales, distribution and merchandising of all products, either manufactured locally or handled on behalf of principals.

Candidates are urged to write in full confidence, to Don Day FCA, Executive Division, enclosing a curriculum vitae, quoting ref. 177, at Michael Page Partnership, 31 Southampton Row, London WC1B 5HY.



Michael Page International
Recruitment Consultants
London New York Bristol
Birmingham Manchester Leeds Glasgow

Programmers to Senior Systems Analysts

£10,000 to £16,000 + 5% mortgage + bank benefits

What are you going to do in 1985? Much the same as this year? One phone call could change that.

We are a major employer of IBM systems professionals in the UK, and can offer you a real challenge for 1985. In our new international systems development centre in Croydon, we are operating large IBM and Amdahl mainframes running IMS DB/DC, MVS/SP, and VM/SP. We are developing systems to support our international banking network throughout Europe, Middle East and Africa. At the same time we are co-ordinating the migration of these banking systems to other geographic areas - to Asia, the Far East and Latin America. Together, these activities represent one of the largest international systems development plans undertaken by a financial institution. And you can be part of it.

If you have experience within a large IBM mainframe installation, then it must be worth finding out more.

YOU CAN TELEPHONE US ON 01-760 6171 BETWEEN 8 A.M. AND 7 P.M. TODAY THURSDAY 22nd NOVEMBER, TOMORROW OR MONDAY OF NEXT WEEK.

On other days call us during office hours or write to Sue Stephen Bank of America, 41 Cherry Orchard Road, Croydon, Surrey CR9 6BY.



Bank of America

Technical Sales Age 24-28

What are you looking for?

Now that you've "earned your spurs" in sales, you're probably seeking a more challenging role a role which will test your business skills obviously but also one demanding a high level of intellect and responsibility.

Market leaders in the field of specialty chemicals, we can offer you just that. Having recently restructured our nationwide sales organization, we have opportunities for graduate calibre sales professionals with the initiative, commitment and business flair to manage an ever increasing, varied customer base.

If you've the skills, and just as important, the personality we're looking for, you're on the way to a secure stimulating career. 90% of our Sales Managers are recruited internally. Naturally, we'll provide you with comprehensive training, sales support and encouragement - we want to see you succeed - but you must convince us of your potential to develop and keep pace with this dynamic sales environment.

You'll find our benefits package just as attractive - an excellent salary, performance related earnings and company car. If you meet our pre-requisites, contact Chris Bulmer on (0753) 33494 or alternatively write to me at National Adhesives & Resins Ltd., Galvin Road, Slough, Berks.

National Adhesives

Software Design for the communications systems of the future

Hampshire up to £16k

A fantastic new opportunity for real-time Software Designers to develop a complete range of applications software targeted to the latest technology of modular hardware. You will have the freedom to concentrate on genuine new aspects, no more re-writing of someone else's program.

This is a technical breakthrough now being enjoyed by Software Designers at Plessey working on MRS - our multi-role system for secure communications networking. The system is based on the Intel 8086 series microprocessors, using VAX 11/780's for software development and micro-processor development systems with in-circuit emulation.

Currently we are expanding four software teams: Foundation and Executive, Man Machine Interface, System Management, and Message Handling. This 30 strong group is designing and developing Message Processing equipment for DISCON - a multi million pound project for the Australian government. If you have five years experience in a real-time environment - only three if using Coral 66 - plus preferably a science degree, you could join the group in a key role as a software engineer.

Starting salaries are up to £16K, with promotion open to you on a merit based technical progression path within our systems house operation.

Interested? Contact Graham Spittle, Recruitment Manager, Plessey Defence Systems Limited, Abbey Works, Titchfield, Fareham, Hampshire PO14 4QA or telephone Titchfield (0329) 48866.



PLESSEY
electronic systems

History: The subject, mid-30s, has had a successful career in the sales/marketing sector of the healthcare/pharmaceutical industry. Displays an interesting balance of force and subtlety; has demonstrated leadership skills, professionalism, maturity and a logical, analytical approach to performance improvement and problem solving.

Diagnosis: Incipient promotability.

Treatment: Rx £25,000 p.a. and car until stabilised - then increase the dose at regular intervals.

Regime: 3 or 4 months' rigorous training at European headquarters followed by UK appointment as

National Sales Manager/Director

Prognosis: General management in an English-speaking company in the Group as part of future career development.

If you fit, or nearly fit the profile and you know that your condition calls for the treatment, write now with succinct, comprehensive letter/CV, or telephone Roger Stephens, who is advising, Ref. 8428.

Roger Stephens
& Associates

Management Search - Selection - Development
Dolphin Yard, 11c Holywell Hill, St Albans, Herts AL1 1EZ.
Telephone: St Albans (0727) 37474

SEL Star Executives Limited
MANAGEMENT RECRUITMENT

01-236 5354

HAY-MSL Selection and Advertising Limited - 52 Grosvenor Gardens - London SW1W 0AW - Tel: 01-730 0833
 HAY-MSL Selection and Advertising Limited is a member of the HAY-MSL Management Consultants Group.
 Offices in Europe, the Americas, Africa, Australia and Asia Pacific.
 City: 01-236 5354

HAY-MSL

SELECTION & ADVERTISING

Birmingham 021-643 6234 • Bristol 0272-276517 • Edinburgh 031-225 3367 • Glasgow 041-248 7700
 Leeds 0532-454757 • Manchester 061-834 2425 • Telex 940000 HAY-MSL

Business Analysis/Administration

International Company - High Technology



Sony Broadcast is a highly successful and rapidly expanding Company with 250 offices in the marketing of professional broadcast television equipment throughout Europe, the Middle East and Africa. An excellent opportunity has now arisen at the Company's international headquarters, located in Hampshire.

The successful candidate will join a young enthusiastic team engaged in a wide range of activities which includes business analysis, planning and control. Duties will be to advise and assist the sales and marketing departments in the planning, implementation of a computerised budgeting system together with ad hoc projects.

Applicants should be aged 25 to 30 years and educated to degree level in Business Studies, Economics or a related field. A minimum of 4 years' commercial experience, preferably in a multinational, is required. An outgoing personality, excellent communication skills, both written and verbal and a significant level of numeracy are essential.

We offer an excellent benefits package, including an attractive salary, free private medical cover and Company pension life assurance scheme. If you are interested, please contact Mike Jones, Assistant Manager, Personnel, Sony Broadcast Limited, Oak Wall House, Basing View, Basingstoke, Hants RG21 2LA, Tel. Basingstoke (0256) 59562.



PR Executive

The Milk Marketing Board's Public Relations Division is looking for an additional PR Executive, to be based at its Head Office in Thames Ditton, Surrey.

This Board is a farmers' organisation, working for the 39,000 milk producers in England and Wales. It arranges range from the selection of breeding and production advisory services on the farm through to the development and promotion of new uses and markets for milk. The Board's commercial and public relations departments are one of the largest food manufacturing and transport businesses in the country.

The new executive will join a small team each of whom looks after a specific client area within the organisation, and will be chiefly concerned with providing PR support for a variety of promotional campaigns, linked to new product activities.

Essential qualifications are: proven experience in active, consumer-oriented PR, preferably in food or a related FMCG area, established contacts in appropriate sectors of the media, and the ability to initiate creative projects, and to see them through to completion.

We offer an attractive salary, along with the usual range of benefits associated with a large major organisation.

Please write with full details to Carol Carter, Personnel Officer, Milk Marketing Board, Thames Ditton, Surrey KT7 0EL. Tel: 01-839 4101, ext. 2263, Ref. D 30.

Consultant Trainer



Aircall, the largest independent telecommunications company in various communications skills.

Responsibility is for setting up and presenting training courses to existing clients throughout the UK and for developing your client base by planned and systematic selling techniques.

Candidates should be able to show their experience and ability to operate as a consultant and have worked in management, sales and/or

communications skills training, preferably in the telecommunications industry.

Career prospects are good and progression will not be limited to the training function.

Interested? Then write explaining why, enclosing a comprehensive C.V. to Arthur Pemberton, Aircall, c/o CPC, 4th Floor, Heron House, Buckingham Street, Aylesbury, Bucks HP20 2NQ. Tel: (0296) 32591.

Production Manager - Electro Mechanical Products



Our client is a successful consumer products manufacturer, £20m turnover, and this appointment is to head a department of 120 assembling a broad range of electro-mechanical products - including 12,000 electric motors per week - in medium batches.

The prime task is to motivate the team and harness the resources of other departments in order to meet a demanding production programme. As this will call for considerable problem solving, the successful applicant will be tenacious, intellectually thorough and prepared to challenge convention.

Excellent salary; relocation assistance where appropriate.

If you are ambitious and have sound production management or supervisory experience in engineering, ideally with small electro-mechanical products, please send a detailed account of your training, experience and achievements and list on a separate sheet any companies to whom your application should not be sent. Rosemary Hanson ref. D.1837. HAY-MSL Confidential Advertising, Union Chambers, 63 Temple Row, Birmingham B2 5NS.

International Projects Accountant



Bag packed? Will travel?

We want a young highly professional Accountant with an inextinguishable enthusiasm for international travel (at short notice) and the ability to make a fast and effective contribution in any of our many overseas companies.

Tips and projects could last several days or several months; they are likely to be investigative and evaluative and could mean temporarily replacing the local Chief Financial Executive of an overseas company.

The role is demanding but rewarding. It needs a graduate or similar, probably aged 27 to 35, with at least five years' post-qualification

experience which should include work in industrial/manufacturing or commercial environments and involvement with overseas subsidiaries.

The salary and employment package will be interesting and flexible enough to provide high rewards for these special job requirements.

Please send me full details of your career to date and current salary and I will let you have further information: J. Hallam, Employment Services Manager, The Boots Company PLC, Head Office, Nottingham NG2 3AA.

Sales Representatives - Cartons



These two key posts are to join a leading UK producer of printed and folded cartons, specialising principally to food, confectionery and toiletry manufacturers. Both appointments, which will play important parts in the company's exciting plans for further growth and development, will involve producing new business and servicing existing customers. The South of England territory includes the South Coast and spans the area from London through to Bristol; the other position covers the whole of the East Midlands and East Angles. Both reports to the National Sales Manager.

• S. ENGLAND • E. MIDLANDS/ANGLIA: TO £13,000+BONUS+CAR

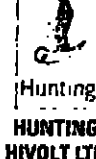
Candidates, aged mid-20's to mid-30's, must reside within the relevant

area and should be selling currently with a leading manufacturer of printed, folded cartons. A lively and enthusiastic approach is essential. An attractive benefits package includes Cavalier Healthcare and all business expenses.

Please write with full career details. These will be forwarded direct to our client. Please list on a separate sheet any companies to whom your application should not be sent. Andrew Russell ref. D.1838. HAY-MSL Confidential Advertising, Union Chambers, 63 Temple Row, Birmingham B2 5NS.

Export Sales Manager

Run your own show... sell a new product range



Hunting Hovolt, one of the most rapidly expanding engineering companies on the South Coast, is a member of the Hunting Group of Companies.

We already enjoy a high reputation in the electronics check weighing industry at the problem solving end, with household name clients. Recent development programme has now given us the opportunity to aim at a completely new product range at the volume end of the market.

A worldwide network of agents and distributors has recently been set up and an Export Sales Manager is now required to capitalise on these opportunities and develop the business. There is plenty of scope to make a significant personal contribution in this key role, and career prospects are

excellent. Some travel should be anticipated, primarily European.

You must have an export sales marketing background together with packaging experience, ideally in pharmaceuticals, foods or canned goods. You should have OMC or equivalent, and could well be an engineer.

Major company benefits include relocation help. Earnings quoted include c.£15,000 salary, plus commission for on-target performance. Please send full details, including salary, making an application form unnecessary to: Chris Blake, Hunting Hovolt Limited, Riverbank Works, Shoreham-by-Sea, Sussex BN14 5PL.

Taxation Specialists



Due to the expansion of our Group Tax Department, we have opportunities for Taxation Specialists to join teams dealing with the companies planning and advisory aspects of the department's activities. There are also opportunities in the future for assignment to other Group companies either in the UK or abroad.

Candidates should be:

- either Graduate Chartered Accountants, probably aged 24 to 28, with two years' relevant experience
- or Graduate H.M.I.T. qualified staff at Inspector (P) or (SP) level in the Inland Revenue.

Salaries are attractive and a London weighting is paid. Benefits include non-contributory pension, generous assistance with relocation expenses, where appropriate, subsidised lunches and excellent canteen and social facilities.

Please write or telephone for an application form, quoting ref. D.176, to: F. D. Lewis, The British Petroleum Company p.l.c., Britannic House, Moor Lane, London EC2Y 8BU. Tel: 01-520 0557. BP is an equal opportunity employer.

Production Engineering Manager



We are a leading international supplier of specialist hoses, bellows and assemblies, manufactured in metals, rubber and plastic, with around 850 employees in the UK and overseas. Our extensive product range is sold into a wide variety of users and markets, production processes extending from large batch through to special, high intensity component assembly.

This new appointment, reporting to the Operations Director, spans broad-based responsibilities for production engineering and related services. The key task is to achieve improved manufacturing performance through:

- identifying the development requirements of existing equipment, and implementing these developments
- ensuring manufacturing resources can respond efficiently to changing demand

managing technical liaison with customers, by sales and production colleagues, on product capabilities and manufacturing techniques.

This extremely challenging post calls for a high calibre production engineer with a successful record in conceptual and practical problem-solving in a batch production metal working or fabrication environment. Outstanding leadership and communication skills are essential. The appointed candidate is likely to be a mechanical or production engineering graduate, aged 33+, and currently earning over £12,000 p.a.

An excellent benefits package includes relocation assistance where appropriate. Career prospects are realistic... and exciting.

Please telephone 01-804 8300 for an application form, or send full C.V. to: Robin Smith, Personnel Director, TI Flexible Tubes Ltd., South Street, Ponders End, Enfield, Middlesex EN3 4LP.

Microwave Planning Engineer

for the new Mercury network



Mercury Communications, a subsidiary of Cable and Wireless, is establishing an advanced telecommunications network in the UK to serve the needs of the user both now and into the 21st century. The network is based on digital transmission and uses cable, optical fibre and satellite links.

As a Microwave Planning Engineer you will be responsible to a senior engineer for:

- conducting route and site surveys, identifying suitable microwave routes between customer locations and our network, and preparing appropriate reports
- planning microwave links and systems and preparing feasibility reports and radio frequency registration information.

You must have at least 3 years' experience in radio or line communication engineering. Preferably under 30, you must have an appropriate qualification in telecommunications including some specialisation in line transmission or microwave. As travel throughout the UK is necessary a clean driving licence is essential.

Salary will be in the range £8,900 to £13,420, depending on experience and qualifications. We provide an excellent benefits package including a London Allowance.

Please write or telephone for an application form to Jeremy Webster, Personnel Officer Technical, Mercury Communications Limited, Bedford House, 21a John Street, London WC1B 5NX. Tel: 01-404 5155.

Personnel Manager



Our client is a well established £75m. British group of companies engaged in civil and mechanical engineering. Based in a pleasant part of Southern England they undertake large scale engineering contracts throughout the world.

They now seek to recruit a Personnel Manager to be responsible for all aspects of the recruitment, selection and employment of permanent and contract staff for overseas contracts. Recruitment experience in the civil,

mechanical or petrochemical contract industries is essential; line management experience is desirable.

The preferred age range is 30 to 50; familiarity with computerised personnel records would be advantageous and a willingness to visit contract sites is necessary.

Please send full C.V., including salary details, to: Bob Lovejoy, CPC Recruitment, Heron House, Buckingham Street, Aylesbury, Bucks.

Sales Engineers - Various Locations



Due to internal promotions, and other positive developments, a number of vacancies exist throughout the UK for experienced Engineers to join our Field Sales Teams. The positions involve selling Sandvik's complete range of carbide cutting tools, tool holding and work holding products, together with the requirement to discuss machining solutions with customers at all levels within the engineering industry.

Applicants should be aged 25 to 35 with a detailed background in engineering. A minimum requirement is an HNC or equivalent in Production or Mechanical Engineering, with machine shop and technician

or design experience. Experience in process planning and CNC machining and programming will be an advantage.

We offer an excellent salary, company car, annual Christmas bonus, pension/life assurance scheme, 25 days holiday and other benefits. The career prospects are excellent with promotion opportunities to specialist or management posts at home and abroad.

Please write with full career details to Alan Boulton, Personnel Manager, Sandvik Ltd., Manor Way, Halesowen, West Midlands B62 8QZ.

Manufacturing Director (Designate)

Hampshire £16,000+Car

A small autonomous subsidiary of a quoted group wishes to appoint a manufacturing manager to be promoted director after a short proving period. The company, a light engineering manufacturer, has an established and well marketed product range.

Currently turning over around £1.5m and operating from a 27,000 sq. ft. facility, the company is primarily involved in sheet metal working, steel and alloy framework, assembly and finishing. With the appointment last year of a new managing director who has been instrumental in significantly improving the marketing activities and management controls, the company is proving successful.

To strengthen the management team on experienced manufacturing manager is now required to specifically make a number of improvements in such areas as unit labour costs, factory layout, production engineering and control systems. The requirement is for a person with experience in these areas, particularly shop floor management, combined with a well developed commercial sense and the drive to implement change. Age range 30-40.

Candidates should apply in confidence, quoting ref. L146, to:

Chris Haworth,
Mason & Nurse Associates,
1 Lancaster Place, Strand,
London WC2E 7EB.
Tel: 01-240 7815.

Mason & Nurse
Selection & Search

PROCUREMENT

Key Opportunities for Professionals

As the European headquarters of one of the world's top 200 companies, we have achieved substantial growth since our formation twenty five years ago. This has been the result of wise investment in expanding industries and will continue with further geographical expansion and product diversification. Sound commercial judgement and high professional standards will continue to be the hallmarks of our employees.

At the centre of this expansion there is a strong procurement function with a professional and pro-active approach to the purchasing of capital equipment and consumables for our major operating divisions.

Unique opportunities currently exist for purchasing professionals aged 25-35 and educated to degree level, preferably in a technical discipline. You will have the potential to develop from your initial appointment and have strong views on the role of procurement. Experience in capital equipment procurement would be an advantage. Salary and career prospects will match the importance of these appointments.

Write enclosing details of career to date and salary to: Jeremy Addison, Personnel Manager, Air Products Limited, Hersham Place, Molesey Road, Walton-on-Thames, Surrey KT12 4RZ.

AIR PRODUCTS

High-calibre Engineers

Help to make us an even more significant force in Process Engineering North West Attractive Salary & Benefits Packages

Costain Petrocarbon is already an international leader in its field, specialising in the engineering, construction and project management of a wide range of plant facilities for the process industries. No one has been more instrumental in our success than our Engineering teams, and in order to meet our clients' still increasing requirements, we're looking for high-calibre Engineers for the following areas:

ELECTRICAL (Ref JB 1)

PIPING (Ref JB 2)

INSTRUMENTATION (Ref PM 1)

These senior appointments require chartered status, minimum HNC level qualification and at least five years' experience in the process industry.

PROCESS

1. Polymer Specialists (Ref AF 2)
Senior posts requiring experience in polymer plant design.

2. Low temperature plant design (Ref AH 2)
Appointment may be at Senior level depending on experience.

Process Engineers of either discipline must be graduates in Chemical Engineering and M.Chem.E.

Nuclear Division

ELECTRICAL (Ref PH 1)

PIPING (Ref PH 2)

INSTRUMENTATION (Ref PH 3)

H & V (Ref PH 4)
MECHANICAL (Remote Control Handling) (Ref PH 5)

These senior level posts within our Nuclear Division require

minimum HNC level qualification, the appropriate Institute membership and at least five years' experience with preference given to those with a Nuclear background.

All positions are based at our Head Offices in South Manchester, which are within easy reach of a wide range of attractive and reasonably priced housing in Cheshire and the surrounding areas.

As well as attractive salaries, we offer the comprehensive range of benefits expected of an international leader, along with genuine career prospects with a company undergoing significant expansion. Relocation assistance is available if required.

Male or female applicants please telephone for an application form, or write with a comprehensive C.V. and quoting the appropriate reference, to:

The Personnel Department, Costain Petrocarbon Limited, Petrocarbon House, Sharnford Road, Manchester M22 4TB. Tel 061-988 7000.

Costain is an equal opportunity employer.

COMMERCIAL LAWYER

£215,000

As a member of the commercial contracts section, you will draft and advise on all aspects of multi-million pound contracts in the UK and internationally. Candidates must be a qualified Solicitor or Barrister with at least three years' post-qualification experience preferably including commercial contracts.

For application details, see above.



INNOVATIVE DESIGN ENGINEERS

Electro-mechanical Devices North West

A reputation for quality and reliability has provided the growth to create these exciting vacancies within a leading British company.



Hoggett Bowers
Executive Search and Selection Consultants
BIRMINGHAM, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM

SECTION LEADER £13,000

Taking an active part in the design role, you will be responsible to the Technical Director for initiating new ideas and product designs. The ability to manage a small, talented team, is essential. Ref: 25419/DLT

DESIGN ENGINEERS £11,000

Reporting to the Chief Designer, you will be responsible for the design of a wide range of new products. From conception to finished production drawings. Ref: 25420/DLT

Candidates for both positions should have had a formal engineering training and experience of small component design for volume production. A flair for original thinking is essential, coupled with the ability to work to national and international standards. Experience with CAD would be an advantage. Excellent benefits including relocation assistance are offered to candidates of the highest calibre.

Male or female candidates should telephone in confidence for a Personal History Form, quoting the appropriate reference, to S.A. Livers, 061-832 3500, St. Johns Court, 78 Garside Street, MANCHESTER, M13 3EL.

Scientific Staff Consultants
50 Lincoln's Inn Fields
London WC2A 3PF



Hoggett Bowers

Executive Search and Selection Consultants
BIRMINGHAM, CARDIFF, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE and SHEFFIELD
Sales Specialists — Computer Industry

Turnkey Systems
Manchester/London/Bristol/West Midlands,
Package c.£28,000 + car + benefits

If you feel that your selling skills within the computer industry are not being used to full advantage then our client could provide a future for your expertise. They are one of the fastest growing Computer Systems Manufacturers in Europe with extensive resources, totally committed to further growth. They are looking for sales professionals with at least two years' success in selling turnkey systems to manufacturing companies and to the distribution/retail sectors. In addition, they would also like to appoint a number of high-flyers for their mini computer range. The company's training facilities, sales support, working environment, incentives and career prospects are without question first rate, offering unlimited earnings and a management structure containing very real promotion opportunities. You should be aged 24-40 with an impressive record of sales achievement. The benefits include a competitive basic salary, bonus and guarantees.
P.A. Adley, Ref: 11612/DT 0532-448661.
Minerva House, East Parade, LEEDS, LS1 5RX.

Financial Director

West London, c.£16,500 + bonus + car

A £3m turnover light engineering company, part of a large diversified group, has a sound profitable market base. A generally new and very young management team aims to further develop the operation and now wants a new Financial Director to join them and make a major contribution to this team. Candidates must be qualified with experience of manufacturing with an emphasis on costing and integrated computerisation. Additionally they must have the maturity and exposure and drive to contribute at senior management level in the full subsidiary company financial role. Growth opportunities are excellent and relocation expenses will be paid.
J.H.E. Davies, Ref: 3737/DT 0222-700633.
3A Hickman Road, Penarth, CARDIFF, South Glamorgan, CF8 2AY.

DP Manager

North London, c.£16,000 + bonus + car

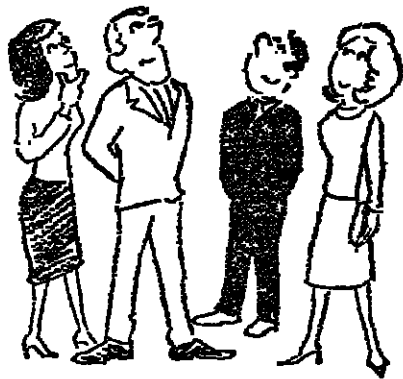
Recent re-organisation within this leading retail company, which has a national network of over 600 outlets and a £300m t/o, has created the above vacancy. Installed are two Honeywell DPS6 machines, each with 2 x 256mb disks. Principal applications are Stock Control, Payroll and Accounts. The DP Manager will be responsible for setting up a user committee, determining priorities, designing systems and establishing and maintaining standards. The need is for a seasoned DP professional with a programming and systems background. Previous management or supervisory experience is essential.
E. Sutton, Ref: 1727/DT 01-734 6852.
Sutherland House, 316 Argyl Street, LONDON, W1V 1AD.

Break into High Tech Sales — Access Control Systems

U.K. Regional centres including Scotland,
Package £15,000 +, plus car plus large company benefits

Access Control systems is a major growth industry with wide-ranging applications and end users throughout all major industrial sectors and Government agencies. Access Control systems provide the means whereby information is fed into a central computer system to provide statistics and control for security, alarm monitoring, personnel tracking, attendance management, travelling management and other monitoring and control. The client is a major U.K. based company and a member of an international blue-chip group and intends to become number one in Access Control within the U.K. In order to achieve this objective a number of dedicated sales executives are required to achieve targeted sales within various regional centres. We are looking for candidates aged 25-35 who are hungry, aggressive and tenacious sales executives who can thrive in a fast growing environment. Substantial large company resources are being invested in this venture, including first class sales training, sales support and technical backup. This is a rare opportunity to break into high-tech selling with a large company that can provide real career opportunities and substantial support. The benefits include a basic salary up to £10,000, an attractive commission scheme and other large company benefits including relocation assistance where appropriate.
P.A. Adley, Ref: 11640/DT 0532-448661.
Minerva House, East Parade, LEEDS, LS1 5RX.

These positions are open to male or female candidates. Please telephone for a Personal History Form to the relevant office, quoting the appropriate reference.



AT LAST! A CAREER WITH SOME HEAD ROOM...

... a career with an employer that knows how to reward hard work, in an environment that offers plenty of scope for your talents to develop.

We are Kalamazoo-Gilberts — part of the Kalamazoo group of companies. Our products: management information and control systems both manual and computer based. Our Clients: large commercial organisations and the public sector.

Your job: working as a member of our highly successful sales team. And if you think that rules out people without sales experience, think again. The people we're interested in come from all jobs and all walks of life... people who will respond to our comprehensive and professional training and apply the necessary determination to succeed in a challenging fast moving career.

If that sounds like the kind of job you should be in, then you'll like the sound of our remuneration package. Top earners exceed £15,000 per annum, and with guaranteed earnings starting at £7,617 (more if you have appropriate experience to contribute) you can see we know how to reward hard work. On top of that you can expect a company car, profit sharing scheme and other large company benefits.

And all the development room you could ask for! We have vacancies in the following areas: London/Avon/Greater Manchester/Tyne & Wear/West Midlands/Merseyside/Yorkshire and Scotland, so if you're aged mid 20's — mid 30's with a minimum of 5 'O' levels or equivalent and your CV shows evidence of your personal endeavour, send it to me, Brian Curlett, Sales Manager, Kalamazoo-Gilberts, Wolveley Works, The Hyde, London, NW9 6NL Closing date 30 December 1984.

Kalamazoo-Gilberts

YOU'LL NEVER KNOW HOW BIG YOU ARE UNTIL YOU JOIN US!

ACII/FCII

Insurance Professional
to develop and monitor
health trends

London • c.£13,000

In order to offer the best and most competitive in medical insurance and health care, BUPA needs to be aware of every opportunity and trend within the field.

Currently, the company is seeking to appoint a Product Development Manager to develop new schemes and products, research and modify existing ones and analyse competitive activity.

The position calls for organisational ability, flair, imagination and sound commercial judgement. ACII or FCII qualifications are essential. Underwriting experience and knowledge of health related insurance would be an advantage.

In essence, BUPA are seeking someone to help their advance into new areas — and this position offers the opportunity to play a central role in BUPA's future development.

Salary is in the region of £13,000 and benefits include: free life assurance, free BUPA, a mortgage subsidy (after a qualifying period) season ticket loan scheme and staff restaurant.

To find out more telephone, or alternatively send a full CV to Claire Corrie, Assistant Personnel Officer, Personnel Department at BUPA, Provident House, Essex Street, London WC2R 3AX. Tel: 01-353 5212.

BUPA

It makes all the difference.

NATIONAL ACCOUNTS SALES MANAGER

CROYDON

We are a major building services maintenance company and we are seeking to appoint a National Accounts Sales Manager. Reporting directly to the Managing Director, the successful applicant will be responsible for the motivation and development of our existing sales team, obtaining new major accounts, preparing sales marketing plans and forecasts and leading sales negotiations.

Ideally, applicants would have a number of years in the HVAC industry with a proven track record in sales. We offer an excellent salary, plus a car and all the benefits associated with a large established national company.

Applications with CV, to: Norman Mann, Personnel Manager, Haden Whitehouse Limited, Carfax House, Ringway Road, Croydon, CR0 8XP, Surrey.

THE WORLD'S LEADING PROCESS COMPANIES HAVE LONG LINKED THEIR SUCCESS TO OURS. NOW WE INVITE YOU TO DO THE SAME.

Our success lies in the diversity of our business activities both in terms of product range and market application. Traditionally renowned for our heat transfer and separation products, we also supply complete process plants, inclusive of micro-processor based control systems.

The future is promising and with the creation of a number of important new appointments throughout our UK operation, we doubt there has ever been a better opportunity to link your reputation to ours.

TECHNICAL MANAGER

This key senior appointment carries management responsibility for all technical aspects of projects for the Food and Beverage Industries, particularly in the areas of Process Design and Commissioning. It will demand the expertise of a Graduate Engineer who has already achieved management status and who combines technical skill and business awareness with a detailed knowledge of the relevant industries. Age range 35-40.

PRE-PROJECT ENGINEERS

Expansion of our Contracting Division has created two new appointments for graduates in Chemical Engineering or Project Engineering background in Pre-Project Industry Contractor or ideally gained with a Food Industry Contractor. The role is broad based, offering direct exposure to customers in the Food and Beverage industries. Co-ordinating specialist technical and responsibilities involve developing technical and commercial solutions to satisfy client's needs.

COMMISSIONING ENGINEERS

Operating on sites throughout the UK, the role demands proven practical ability to commission plants in the Food and Beverage industries. Candidates should have a minimum of two years' relevant experience as supplemented by a degree in Mechanical/Chemical Engineering.

AUTOMATION ENGINEERS - UK

As demand for our innovative, programmable process control systems grows, so does our need for high-calibre engineers. men and women qualified to degree/HNC level in Electrical, Electronic or Control Engineering with at least five years' relevant experience and capable of assuming a role which ranges from initial design to post-sales trouble-shooting. Brentford base, UK travel.

MARKETING ENGINEERS - AUTOMATION

We have created a special new function within our Marketing Division that we wish to resource with graduates/HNC qualified engineers who have had exposure to the control and measurement needs of the Food and/or Beverage Industries and now feel

ready to accept a role where the emphasis is on systems marketing and new business development. Knowledge of micro and minis would be an advantage. Developed communication skills are essential. Brentford base, UK travel, product training in Sweden as necessary. Age 28+.

AUTOMATION ENGINEER - SWEDEN

This new role, in an expanding sector of our business, offers an ambitious young engineer with about twelve months post-graduate product and project management training programme at our Automation Engineering Headquarters in Lund, Sweden, lasting about two years, followed by appointment to our UK team.

SALES EXECUTIVE - MEMBRANE FILTERS

For this area of increasing importance, we need a graduate Chemical Engineer or Chemist who is not only an expert in the fields of reverse osmosis and ultra-filtration but also has the mix of sales, financial acumen and presentation skills essential for a direct sales role. The position also encompasses responsibility for a range of pre and post-sales activities.

PROPOSALS ENGINEER - THERMAL

This opportunity in our Separation and Thermal Division is for a talented graduate Chemical Engineer with at least twelve months' experience in design and/or plant operations, preferably preparing proposals for heat transfer equipment sold to the Chemical, Petrochemical and Oil Shale industries, requiring considerable client liaison.

Each of these appointments has a highly competitive salary and a range of benefits, including a relocation package where appropriate. The prospects for further growth should be exceptional.

If you are unable to meet us on Monday but are interested in one of these opportunities, please send your CV to Miss R. Bailey, Senior Personnel Officer, at the address below, or telephone for an application form on 01-860 1821.

INFORMAL DISCUSSIONS

MONDAY 26TH NOVEMBER

1984 5.00pm - 7.00pm

AUSTIN ROVER

AREA SALES MANAGERS

South/South West
England

The demands for today's range of AUSTIN ROVER vehicles have never been better. We now plan to consolidate and strengthen this position and as a result we are looking for Area Sales Managers who are able to meet the challenge and respond accordingly. Are YOU up to it?

Your prime responsibility will be to achieve clearly defined sales objectives by developing standards of professionalism within your territory. In the main this will mean advising franchised dealers on all aspects of the business.

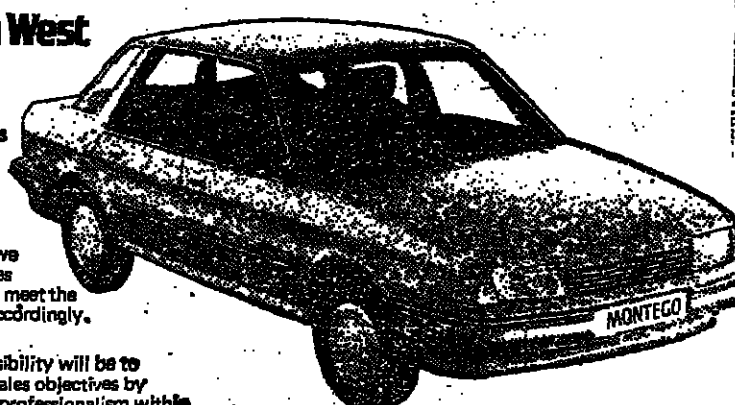
To succeed you will need to maximise the competitive skills and resources of experienced individuals. Your career profile will, therefore, demonstrate a high degree of commercial acumen coupled with maturity, personality and drive.

You will have a natural empathy with the Motor Industry having gained your well rounded experience with a motor manufacturer, importer or retail dealership.

Aged 25-35 you will be looking for the opening that only a successful Group like AUSTIN ROVER can provide.

As a result of development of our existing managers we will have further opportunities available in the near future at other locations. Why not write and advise us of your interest.

AUSTIN ROVER
DRIVING AT ITS BEST



The terms and conditions of employment are particularly attractive and, of course, include a business car. Relocation costs will be covered where appropriate.

Please write with a detailed Curriculum Vitae indicating current salary level to: Allan Alcock, Manager, Personnel — UK & Eire Sales and Marketing, Austin Rover Group Ltd., Canley Road, Canley, Coventry, CV5 6DX.

We are an equal opportunity employer.

Ferranti Scottish Group

INFORMATION SYSTEMS ENGINEERS

VISION OF THE FUTURE — CAREER POTENTIAL NOW

Ferranti in Scotland is a centre of excellence and innovation in sophisticated military technology.

Our FLIGHT INFORMATION GROUP now has exciting openings for experienced display development engineers. This fast-expanding group is a world leader in video recording/mission planning projects.

With orders now flowing in, these roles offer optimum career advancement potential for professionals eager to work in an environment of progress.

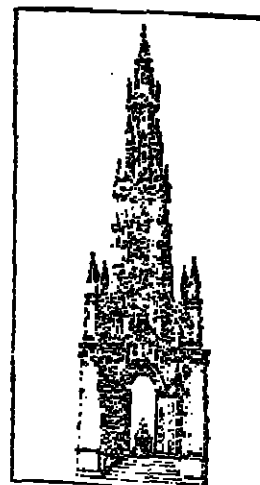
We need Project Leaders with five years development experience in video recording systems to direct day-to-day running of various flight information projects and ensure completion of development contracts.

Senior and Development Engineers, aged 28-35 are required to make vital contributions to design/development requirements of projects. This involves technical knowledge of electronic hardware and some software. Two years digital design/development experience is vital.

Candidates for all posts must have a degree in electrical/electronic engineering with computer science, physics, or mechanical engineering as options. They should also be good communicators, enthusiastic and dedicated.

Salaries are excellent and there is a generous benefits package which includes relocation assistance to those who live over 20 miles from our Edinburgh location.

Phone Bill Mitchell who will put you in touch with the Chief Engineer of FIG or send brief personal and cover details to him at: Ferranti plc, Crewe Toll, Ferry Road, Edinburgh EH5 2XS. Tel: 031-332 2411



FERRANTI
Selling technology

AMES ADVERTISING

4A BIRKHEADS ROAD, REIGATE, SURREY RH2 0AR. Tel: REIGATE 1073 721 22491

MEDICAL ELECTRONICS Saving Lives is Our Business

If you have been following the electronic press recently, you might already know that our Engineering team has recently introduced some of the most sophisticated patient monitoring systems ever developed. We are now starting to work on the next generation of products and are expanding our R & D team in the following areas:

SOFTWARE ENGINEERS

Imaginative designers required to work on advanced MCS-86 systems in PLM.

ANALOGUE DESIGN ENGINEER

Experienced analogue designer with microprocessor interfacing experience is required. Medical electronic experience an advantage.

POWER SUPPLY DESIGN ENGINEER

With extensive knowledge of high and low voltage SMPSU's.

JUNIOR DESIGN ENGINEER

A capable graduate electronics engineer is required to assist with a number of projects.

SENIOR MECHANICAL DESIGNER

Experienced in sheet metalwork, injection moulding, extrusions etc.

We welcome you to the exciting world of Medical Electronics! Please write, initially, giving brief details of qualifications and experience to: Mrs. A. Cartledge, Personnel Manager.

KONTRON
INSTRUMENTS

Kontron Instruments Ltd., 11 Greenhill Crescent, Watford, Hertfordshire WD1 8XQ

Professional Sales Managers North/South East England

Professionalism is the hallmark of this multinational company and the cornerstone of their service.

Are you the sales professional they need to represent them in the North or the South East of England?

If so, you are in your mid to late 20's with at least 3 years successful experience of selling at board and senior level. You are self disciplined and self motivated and able to manage an area in the fullest sense.

You would be selling to directors and senior managers of medium to large international companies whose executives are qualified to use the specialist services of our client.

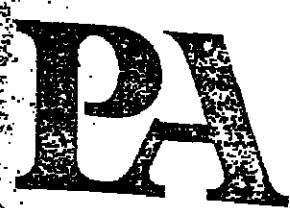
Basic package is around £12,000 and benefits include a company car, generous mortgage subsidy, free pension scheme and health insurance with substantial incentive bonus rewards.

Please apply in writing, with full CV, quoting ref: DT 801 and listing any companies to whom your application should not be forwarded to:

Jill Wilson,
Riley Advertising
(Southern) Limited,
Old Court House,
Old Court Place,
Kensington,
London W8 4PD.

Confidential Reply Service
A member of the Jira Network Group

ABERDEEN BIRMINGHAM BRISTOL EDINBURGH GLASGOW LIVERPOOL
LONDON MANCHESTER NEWCASTLE NOTTINGHAM PERTH



PA Personnel Services PA Advertising

Hyde Park House, 60a Knightsbridge, London SW1X 7LE Tel: 01-235 6060 Telex: 27874
Offices in Birmingham, Manchester, Glasgow, Edinburgh and Aberdeen
and throughout Europe, Asia, Australasia and N America

All posts are open to men and women unless otherwise indicated

A substantial sales management challenge in your 20s

to £20,000 + prestige car
+ benefits

Mars

Top-quality products and aggressive marketing have put us right at the forefront of the UK's biggest packaged-goods market. We intend to strengthen our existing sales management team by recruiting two exceptionally talented individuals. We seek graduates in their 20s who, after undergoing our very thorough induction and familiarisation programme, will be capable of assuming a substantial management role in sales. Within 6-12 months of joining us, we'd expect you to be managing national accounts, or holding down a key central planning, operational or training role, depending on your particular strengths. You'll certainly be on a fast track to a rewarding management future at Mars - including the possibility of international opportunities within the Group - and by no means restricted to sales!

Training is both comprehensive and continuous in an environment where career development is oriented towards general management - so you'll have every opportunity to realise your abilities and ambitions to the full. The excellent salary package is backed by prestige car and an extensive range of non-conspicuous benefits including, if appropriate, assistance with relocation. If you can demonstrate an outstanding sales record with a progressive employer, and you've already gained some line-management and/or major account-handling responsibility, we'd like to hear from you. To obtain your application form, please ring or write to Rob Sawyer, Management Recruitment Manager, Mars Corporation, Dundee Road, Slough, Berkshire SL1 4JX. Tel: Slough (0753) 23832, ext. 4645.

Operations Management

Food processing and
distribution



We are European leaders in providing a range of temperature controlled warehousing, distribution and processing services to the food industry with locations throughout the UK, France, Belgium and Holland. To enable us to meet our expansion plans, we have vacancies for ambitious operations managers. Our first priority is for a manager based at our largest site at Easton near Grantham, Lincolnshire. Reporting to the Site General Manager, the successful applicant will be responsible for co-ordinating the activities and resources of our public cold and chill stores, distribution cold store and vegetable processing and re-pack factories.

Candidates, aged 30-40, should be educated to degree standard and must have several years' experience in food processing, packing, storage and distribution, and be able to demonstrate their ability in man-management, together with their understanding of current industrial relations. We offer an excellent salary and promotion prospects, company car, superior pension and associated benefits. Assistance with relocation costs will be available where necessary. A car is provided to the successful candidate. To apply, send your CV and references to: Mr C Barrie, Christian Salvesen (Food Services) Limited, 50 East Fettes Avenue, Edinburgh EH4 1EQ.

Sales Consultant



Tunstall Telecom is the UK market leader in emergency call systems for the elderly. We need a Sales Consultant, for the Sussex, Surrey, Kent area, preferably with experience in mini-computers, telecommunications or other high-tech sales. Experience in selling to local authorities, or government departments would also be very useful.

This is an opportunity to join a successful and growing company with an established customer base. We offer earnings around £15,000, Sierra and a full benefits package. For full details telephone 0977 661234 now and ask for the Personnel Officer - Sales. Tunstall Telecom Limited, PO Box 1, Whitley Lodge, Whitley Bridge, Yorkshire DN14 0JT.

Marketing and Business Development

Horticulture

Part of a successful privately-owned group, our client is a large grower with several nurseries producing a wide range of trees and shrubs for the home and overseas markets. To develop the business further a practical, results-oriented executive is required to analyse the market and determine long term strategy for new products and accounts including development of packaging and distribution, and implementation of the agreed plans. Aged 25 to 40, he/she will be a senior member of a successful team, reporting to the Managing Director. A good track record in marketing/product management should be coupled with skills in direct selling to major accounts. Experience in dealing with

public authorities and retail multiples would be most advantageous. This unusual opportunity will appeal to ambitious, innovative individuals with entrepreneurial flair and strong leadership qualities. The starting salary depends on age and experience details, including assistance will be given where necessary with relocation costs to an attractive South Midlands location. Please send full CV which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: B9822/DT, PA Advertising, 6 Hightfield Road, Edgbaston, Birmingham B15 3DJ.

Sales Administrators

...with management potential
c.£11,000



The Office Automation
Computer People.

Expansion at Wang (UK), the market leading office automation company, has led to vacancies for ambitious graduates at our offices in Central and West London. Our Sales Administrators are not just paper-pushers but make a significant contribution to Wang's sales success by providing vital back-up/support to the sales force. As the primary interface between Head Office, Sales and Administration you will be expected to ensure the highest levels of customer satisfaction are achieved. In addition, by applying your control to order processing, you will have a direct influence on company revenues and profits. In your mid-20s, you should have a track record in

Sales Administration in a fast-moving industry. Ideally with a computer company, and experience of using a computerised order processing system. Numeracy and good communications skills are essential. Prospects within this fast-growing company are exceptional. In addition to the negotiable salary, benefits include pension, life assurance, private health and share purchase schemes. Please send full career details to: Claire Taylor, Wang (UK) Limited, Watlington, 661 London Road, Isleworth, Middlesex TW7 4EH. Or telephone 01-847 1954 (24-hour service) for an application form.

UK Sales Manager

to spearhead the launch of an
extensive range of new
consumer durables
Based SW Home Counties
c.£20,000 + car

This major international household-name company is poised to launch a wide and highly diversified range of new consumer durables in the UK. The UK subsidiary's exceptionally lean, tightly-knit management team has ambitious plans for the future. Their success will be ensured by the full utilization of all channels of distribution and a continuous programme of new product development. Consequently, a Sales Manager is now sought to be accountable for achieving a high level of distribution UK-wide, soon after the launch of the new product range, early in 1985.

Aged 25-35, with boundless energy and intensely goal and results orientated, you must be experienced in national accounts negotiation and in organising and setting up a distribution network. Success in this key role can lead to rapid personal development within this major international organisation. To apply, please send CV or telephone or write for an application form, to James Gunn, Ref: S563/0332/DT, PA Sales Selection, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6060 ext. 289.

Financial Controller (Director Designate)

Head Office-based
South-East
c.£17,000 + car
+ generous overseas travel
allowance

Our client is a successful group of contracting companies operating on an international basis, with large projects throughout the world. It wishes to appoint a Financial Controller whose prime task will be to direct and co-ordinate the various overseas accounting functions, and applications are invited from suitably qualified Accountants, preferably FCAs, aged 35-45. This key post requires exposure to all facets of the group's activities, so previous experience in the field of engineering construction and a working knowledge of management accounting, together with statutory and fiscal requirements, particularly in the Third World, are important. This role will involve

frequent short-term overseas travel and requires high-level communication and management skills. Your initial salary will be circa £17,000 plus generous overseas travel allowance. A comprehensive remuneration package including car, contributory pension, health care and relocation expenses if necessary, reflect the seniority of this appointment.

Please send full CV, including current salary, which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: R3010/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

Chief Accountant

Saudi Arabia based



Norton Christensen, a wholly owned subsidiary of Norton Company, is a market leader in the manufacturing and supply of diamond coring and drilling bits and downhole drilling equipment to the international oil and gas industry. Our continued success has resulted in a requirement for an Accountant to be based in our Saudi Arabian Office located close to Dhahran Airport. The position involves providing a full accounting service for the local company which deals primarily with one large customer/client. Candidates should be qualified accountants with sound industrial experience. Good personal presentation and the ability to communicate effectively at a senior level are important. Some

experience of the Middle East and its customs, although not essential, would be an advantage. The position will provide valuable practical experience and prospects for career development in Europe, including the UK. Our excellent compensation package includes a very generous leave schedule and the full advantages of an expatriate assignment. Appointment will be made on a single status. To arrange a local interview in the United Kingdom, please forward your curriculum vitae, along with salary requirement, in the strictest confidence to: Personnel Manager, Norton Christensen Drilling Products, Bradford House, 39a East Street, Epsom, Surrey KT17 1BL.

Technical support role for an ambitious young chemist

... with an up-to-date
passport!

sikkens

Sikkens, a subsidiary of Akzo - the Dutch multinational chemicals group - is one of the world's largest paint manufacturers. Our decorative paints and wood finishes are acknowledged to be the best available in a highly competitive market. And customers look to our Marketing specialists to provide all the technical advice and guidance they need. This is where you come in... and begin to go places! Initially, you will spend your first two or three years in the Netherlands learning our trade, so that you can eventually be assigned to a full technical support role in one of the Sikkens subsidiaries... possibly in the UK or maybe in North America. This is not a job for a back-room specialist. You must

relish the cut and thrust of a busy marketing department, enjoy dealing with customers at first hand, on a daily basis, often on their premises; be keen to work with people at all levels; and, of course, enjoy travelling. To qualify, you will need to be in your mid-20s, have a degree or equivalent in chemistry and, ideally, some industrial experience. Salary will be geared to age and experience. From then on it's up to you. Full relocation assistance will, of course, be provided. For an application form, please telephone or write to Marilyn Wright, Personnel Manager, Sikkens UK Limited, Sikkens House, Station Road, Didcot, Oxon OX11 7NG. Telephone: 0235 815141.

Factory Production Manager

Toiletries/household products
c.£11,500 + quality car

An fmcc company based in the North-West, which is a market leader in toiletries and household products requires a Factory Production Manager to be responsible for the effective operation of the production and engineering functions. Ideally aged between 25-35, the successful candidate will be educated to degree level in an engineering discipline and have a proven track record in the management of a busy production unit, preferably in a high speed

packaging environment. Usual benefits associated with a major company will apply, together with relocation assistance where necessary. Please send full CV which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: M9128/DT, PA Advertising, Norwich Union, 73-79 King Street, Manchester M2 2JL.

Electronics Engineer

Precision component
manufacture
Yorkshire
c.£11,000

Our client is an acknowledged leader in the manufacture of high-precision components using the most modern manufacturing systems. An electronics engineer is now required to assist in the design, installation and commissioning of electronic control units for PLC and CNC equipment. Candidates aged up to mid-30s should be of graduate calibre with strong relevant experience gained in a manufacturing environment. The successful candidate will also be required to assist on the shop-floor in a trouble shooting, fault analysis role.

Excellent remuneration and benefits package, and relocation assistance where appropriate. Candidates interested in working in this successful technically advanced environment should send full CV which will be forwarded to our client unopened. (Address to our Security Manager if listing companies to which it should not be sent.) Ref: M9127/DT, PA Advertising, Hyde Park House, 60a Knightsbridge, London SW1X 7LE.

PA consulting group: Management Consulting · Technology · Computers and Telecommunications · Personnel Services

DISTRIBUTION PROJECTS ENGINEER

Make your career and our products flow smoothly.

Make your career and our products flow smoothly. IBM United Kingdom Limited is looking for an enterprising project engineer. You will be responsible for the planning, development and commissioning of major materials handling schemes and facilities for the storage and distribution of high-volume products within the UK.

As a key member of a newly created project team, based at Greenford, you will have an excellent opportunity to apply your skills in providing efficient and cost effective answers to our distribution needs.

Since our projects involve significant levels of capital investment, you'll not only be expected to provide appropriate technical expertise and experience, but also the sound business sense that will ensure success during the planning, justification and implementation phases of the projects.

Candidates, ideally qualified to degree level should be able to demonstrate proven initiative, creativity, and achievement, having taken a lead role on similar major projects. This assignment may involve travel to IBM locations both in the UK and Europe.

We offer an excellent salary and a wide range of company benefits including free life assurance, a contributory pension scheme and BUPA membership.

If you're interested in this position write, with full CV, to Sue French in the Personnel Department at IBM United Kingdom Limited, P.O. Box 43, North Harbour, Portsmouth, Hants. PO6 3AU. Please quote reference DT/10978.

Closing date for return of applications: Wednesday, 19th December.

- 16,000 jobs in over 40 UK locations
- Two manufacturing plants
- Development laboratory near Winchester
- An equal opportunity employer
- £745 million exports in 1983
- £148 million invested in UK in 1983



Commissioning Manager Internationally Prestigious Offshore Project Total Package up to c£45k pa

Our client is responsible for the commissioning of a major part of the largest offshore installation in the world. Based in Abu Dhabi you will be responsible for all aspects of front-end activities up to and including the commissioning of all systems. Reporting to the Project Manager you will define all commissioning sequences and ensure that they are followed. Salary bonus, allowances, accommodation and leave are excellent for this extended 15 month contract. Outstanding leadership and abilities of delegation and communication are essential, as is substantial previous experience of offshore commissioning at the same level of responsibility. You are likely to be 40 or over and have a BSc in Chemical Engineering.

Please send full CV, listing companies to which you do not wish to apply, or telephone David Watt of Cripps, Sears and Associates Ltd, 88-89 High Holborn, London WC1V 6JH. Telephone 01-404 5701.

Cripps, Sears

Procurement Manager

Professional with strategic
and operational skills

Salary neg. c.£19,000 Oxford

To a purchasing and procurement professional, Unipart offers challenge on the large scale. Clear leaders of the automotive aftermarket sector our broad-based, fast-moving product range caters for every make and type of car.

Procurement activities are extensive, ranging from sourcing to inventory control with spends running into tens of millions and negotiations with suppliers internationally. Leading a substantial team of professionals you will draw up strategies to maximise the competitive buying power of Unipart's procurement budget.

You must, therefore, be a first-class commercial operator with proven strategic business skills and the ability to negotiate at the most senior levels. You will have gained your extensive experience in the automotive aftermarket or a related industry and be educated to degree level. Preferred age 30+.

This senior and influential position commands an attractive negotiable salary and comprehensive benefits package including BUPA and two lease cars.

Please write briefly for an application form, in the first instance, to: Max Emmons, CRS 359, Lockyer, Bradshaw & Wilson Limited, 178 North Gower Street, London NW1 2NB.



MANUFACTURING MANAGER

East Midlands Up to £16,000 + car

Our client is the principal UK member of a well respected American owned group of companies and is entering the next phase of planned development which requires significant improvement in the area of delivery performance and manufacturing efficiencies, along with the sophistication of administrative systems and processes.

As the company is engaged in the batch manufacturing of fluid control equipment used by process industries - including those concerned with North Sea extraction activities, a well qualified Engineer with a mechanical bias, whose background is in the machining, assembly and test of capital equipment, is required. Through a team of long serving managers, the successful candidate will have responsibility for approximately 100 people, comprising manufacturing, purchasing, production and materials control, works engineering and facilities planning.

A strong manager is required with a knowledge of modern processes and operating systems, having a keen business acumen and the determination and commitment to succeed in a very demanding and target orientated environment. The person appointed will report direct to the Managing Director and will become a key senior member in the company's operation.

Applicants for this post, which carries a range of very attractive financial benefits including a relocation package, as appropriate, and the eventual participation in a profit sharing scheme, should initially contact Leicester 551444 quoting reference number 1019, requesting an application form, or alternatively write to David Hollins at:

QMS Recruitment
Quorn House, 6 Princess Road West
Leicester LE1 6TP
This is an equal opportunity advertisement.

ROYAL DUTCH/SHELL GROUP OF COMPANIES



International Career Opportunities for

Experienced Reservoir Engineers

Familiar with

Conventional and enhanced oil recovery

Injection of gas, steam or chemicals

Reservoir simulation using latest techniques
and technologies

Minimum requirements

1. A university degree in petroleum engineering, physics or another engineering discipline with a strong physical/mathematical bias, or equivalent.
2. Some five years of reservoir engineering experience.
3. A good knowledge of general petroleum engineering and experience in the development of numerical simulation models would be an advantage.
4. Full mobility, i.e. the successful applicants can expect to spend a considerable part of their career overseas. As a Reservoir Engineer you will be required to work in various countries around the world, including the UK and the Netherlands.

Main terms and conditions offered to expatriates

1. To the competent performer, we offer an international career with excellent prospects for development and promotion.
2. Attractive family accommodation or rental assistance.
3. Primary schooling facilities and generous assistance with boarding school fees at secondary education level.
4. Generous annual leave entitlements and free annual leave passage to base country.
5. Good recreational facilities.
6. An excellent pension scheme.
7. Competitive starting salaries commensurate with background and experience. As an example: an experienced Reservoir Engineer assigned outside Europe could earn a tax free income in excess of the equivalent of £25,000 per annum, based on October 1984 rates of exchange.

Please write or telephone for an application form to Shell International Petroleum Company Limited, Recruitment Division (DTR), PNE/22, Shell Centre, London SE1 7NA. Telephone: 01-934 2950.

Ferranti Computer Systems Ltd.

Cheadle Heath Division

The Two Experts in Sonar

Electronic Design Engineers

Like the Dolphin, our real time action systems are unique... their applications require immediate and positive response in a demanding high technology environment which is continually changing. Our unrivalled success reflects our leading position not only in the field of Sonar but also Data Communications, Trainers and Energy Management... and this will continue with the acquisition of major new contracts.

As we are growing fast... we are seeking to expand our Hardware Design teams with the introduction of talented and ambitious Electronic Design Engineers... at all levels, up to and including Team Leader. To qualify, you must have at least two years' suitable experience in the most modern electronic design applied to specially designed computer systems. This should have embraced digital signal processing, analogue data acquisition, signal conditioning, microprocessor systems and computer interfaces.

The requirements of our present projects will stretch your ability and imagination... so you've got to be good.

Salaries are very realistic and will depend upon the level of appointment you are seeking, upon your ability and your potential to advance quickly within the organisation. Attractive benefits include generous relocation assistance.

GREATER MANCHESTER and CHESHIRE... counties steeped with history, contrast and vitality... reasonable house prices and a better place to live and work. For an informal discussion please contact me, Colin Roberts, on 061-428 0771 during office hours or 061-428 0194 after 5.30 p.m. and at weekends, or writing, giving brief career details, for a recruitment package including brochures, quoting reference 329/142 to: Ferranti Computer Systems Ltd., C. Roberts, FREEPOST, STOCKPORT, Cheshire SK3 0YE.

Also, for additional information see Page 498 on Channel 4's Oracle.

FERRANTI
Computer Systems

Cheadle Heath Division

FERRANTI
Selling technology

PRODUCTION CONTROL and PROJECT MANAGEMENT

Two courses, one objective

The objective of every course we run is to provide British industry and commerce with the skilled people who are essential to the country's continued development and competitiveness in today's world markets. These courses are typical and are designed to enable you for a more interesting and rewarding position in industry.

In all cases we pay for your training and give you an allowance, but it is essential that you have been out of full time education for at least 2 years.

PRODUCTION CONTROL

Newcastle Polytechnic

This full time, 21 week course starts in January 1990. It covers all aspects of production planning, control and scheduling, stock control, materials planning and warehouse management and leads to the Institute of Production Control Diploma. You should be 25+, ideally with some previous experience in manufacturing industry and a relevant ONC/AG qualification.

For full details contact the Administration Faculty of Business and Management, The Polytechnic, Newcastle upon Tyne NE1 8ST Tel: 0632 328002.

PROJECT MANAGEMENT

North Herts College, Hitchin

This full time, 16 week course starts in February 1990 and leads to the Institute of Industrial Management Supplementary Certificate in Project Management.

The course covers the major decision areas of Project Management. To be eligible you should be 25+ with significant experience in a related area and at least an HNC or HND.

For details phone Patricia Haring, MSC Training Division, 31 Octagon Parade, High Wycombe, Bucks HP12 2LJ Tel: 0494 33473.

MSI Manpower Services Commission
Helping you to help yourself

COMMUNICATIONS ENGINEERS

North African Mediterranean Coast
Oil Industry Tax-Protected Salaries

Overlooking the Mediterranean in the busy port capital city of Tripoli, our client, Oasis Oil Company of Libya has its headquarters for one of the world's largest oil producing companies with an output capacity of up to 1,000,000 barrels per day. The company has retained us to recruit the following communications personnel:

Communications Maintenance Supervisors

c. £26,000

Job Ref: OA/21

To apply you must be educated to bachelor degree standard in Electrical Engineering and have fifteen years experience in the maintenance of communications systems, of which five years should be in a supervisory capacity. The person appointed will be responsible for supervising both town and field based personnel in the preventative maintenance and repair of diverse communications facilities. These include multi-hop, microwave, troposcatter, two-way radio, HFSSB, air/ground radio and beacons, electronic PABX's and outside/inside cable plant.

Senior Telecommunications Engineers

c. £22,000

Job Ref: OA/22

Applicants will have a bachelor degree in Electrical Engineering and have spent a minimum of ten years in the design and maintenance of communications systems. Preferred areas of experience include multi-hop, microwave and troposcatter, multiplex, VHF/UHF two-way radio, HFSSB, air/ground radio and beacons. A knowledge of inside/outside cable plant and electronic PABX's is desirable and digital transmission systems experience would be a definite asset.

BENEFITS

Both these Tripoli based positions carry: • Furnished family/bachelor accommodation • 30 days annual vacation with paid airfares and travel time • Interim leave to Europe with paid air fares and expense allowances • Lucrative savings plan • Educational facilities • Free BUPA medical insurance cover.

Please write for an obligatory application form quoting job reference number and giving brief details of your career history. Those without the qualifications and experience advertised need not apply, and irrelevant applications will not be answered.



JAWABY OIL SERVICE

UMM AL-JAWABY OIL SERVICE CO. LTD.,

Recruitment Co-ordinator, Job Ref: JAWABY,
33 Cavendish Square, London W1M 9HF.

CAD/CAM/CAE OPPORTUNITIES

WAYNE KERR DATUM LTD., a British CAD/CAM/CAE concern, are seeking a number of engineering professionals to help in their current expansion plans.

SALES ENGINEERS

Applicants in the North, Midlands, South West and North London ideally require knowledge of PCB design and manufacturing and the sale of capital equipment. Company car provided. On quota earnings £20,000.

MAINTENANCE ENGINEERS

Crawley based, experience with software and servicing microprocessor equipment required. Company car provided. Salary £17,000 +.

DESIGN AND DEVELOPMENT ENGINEERS

Crawley based. Hardware and software engineers to work on a new range of CAD/CAM/CAE workstation equipment using both Assembler and high level languages and operating systems.



WAYNE KERR DATUM LTD.
Woolborough Lane, Crawley RH10 2UG,
Telephone: Crawley (0293) 543288
Telex: 87201 DATUM G

FINANCE HOUSE OPPORTUNITIES

SALARIES £6,500 to £21,000

Many changes in the Instalment Credit industry now make it more important than ever to seek professional advice regarding that next career move.

Whatever your current level, be it Representative, Manager or Specialist we can advise you on the opportunities that exist in your own area.

Telephone Ray Hewitt or Tom McCrindle for a confidential discussion on 061-828 3664 up to 6 pm or write to them at HEWITT MANAGEMENT SELECTION 183 Ashley Road, Hale, Cheshire, WA15 9SD.

• FIRST IN FINANCE RECRUITMENT •

Sales Administration Manager

High volume, high turnover, high pressure...
...the challenge for a real professional

READING

As the world's second largest computer company, our phenomenal rate of growth has created a rapidly expanding market, not only for our minicomputers, but also for peripherals and supplies provided by Digital.

In order to maintain and develop the efficiency of our Peripherals and Supplies Group, a Sales Administration Manager is now required to head a busy team of up to 25 staff working in a high volume, fast turnover environment.

As the Sales Administration Manager, you will also be an active member of both the UK Sales Administration Operations Management Team and the Peripherals and Supplies Group Management Team. Your proven management skills, analytical problem-solving abilities and sound business acumen will ensure orders are serviced with the efficiency demanded by our customers.

To perform this role effectively, you are likely to be 33+, with at least 8 years' experience in commercial administration, 3-4 years of which will have been in a senior management role.

This is a demanding position within the world's most progressive and successful minicomputer company, and the generous salary is supplemented by all the large company benefits you would expect.

Please send detailed cv to Bill Sykes, UK Sales Admin. Operations Manager, Digital Equipment Co. Limited, PO Box 115, Reading, Berks RG2 0TL. Ref: H88.

digital

A NEW SALESFORCE FOR THE NEW FORCE IN ROOF TILES

Formed as a joint company between ARC and Tarmac, both leading producers of building materials, Tarctile represents a major investment in the long term development of the roof tile market.

The opportunity now exists for a team of sales professionals to join Tarctile right at the start of this challenging and exciting development.

To be considered you need experience of selling roofing products to specifiers and contractors and the will to succeed as part of a dedicated team with full marketing and technical support.

Remuneration will reflect your experience and an appropriate car will be provided, as well as the benefits associated with two such important parent companies. Full relocation expenses will be provided where appropriate.

If you are interested in being one of the new force in concrete roof tiles, then either send your CV or telephone or write for an application form to Alan Whitehead, Sales Director, Tarctile Limited, Ashby Road, Shepshed, Loughborough, Leicestershire LE12 9BU. Tel. 0509 503050.

Tarctile

Sales Executives City & West London c£30,000 + prestige car

CAPITALISE

... on your capital equipment experience

An above-average basic salary with the opportunity to achieve earnings of £30,000 plus. That's what our client - one of the UK's leading independent office equipment suppliers - can offer top flight sales professionals with capital equipment experience.

Their growth record in the last five years has been phenomenal, with sophisticated new products being launched all the time. They have also established a superb reputation for after sales support and progressive marketing.

We're looking for proven achievers with ambition and initiative to cover territories in the City and West London.

Committed, energetic and tenacious, you will combine personal credibility with excellent communication skills.

This is a chance to maximise your potential in a dynamic, ambitious company which will reward merit quickly. Attractive benefits include prestige car and generous expenses.

Contact Richard Lloyd NOW on 0734 509151 (ansaphone after office hours) at Kirby Professional Recruitment Limited, 24-26 Queens Road, Reading, Berks RG1 4AU.

Kirby Professional
SUCCESS THROUGH RESULTS

East Midlands

£17,500 + Car Negotiable

Operations Manager - Clothing

Our client is a division of one of the biggest enterprises in the UK. Its restructuring and development programme now creates the need for an Operations Manager - Clothing. The position will report to the General Manager, and will be responsible for the overall profitability and day-to-day operation of a number of medium-sized manufacturing units in the UK producing lingerie and various items of men's and ladies' clothing.

The successful candidate will, probably be aged mid-30's upwards and will have significant all-round experience of factory management in the stitching industry. An instinct for style, and for method through from planning to distribution, will be backed by familiarity with both sales and financial control. A history of good industrial relations is important. Initial training could have been as wide-ranging as finance or production engineering.

There is a contributory pension scheme and a private medical insurance scheme. Assistance will be given with necessary relocation expenses and substantial UK travel will be involved.

Letters of application, together with CV, salary progression and any other relevant data, should be sent without delay to Mr. C.A. Cotton, Executive Recruitment Division, Stoy MLH, 3rd Floor, Waterloo House, 20 Waterloo Street, Birmingham, B2 5TF, quoting reference M668.

STOY MLH

Management Consultants

Taylor Woodrow International require the following staff to work in the Middle East.

MAINTENANCE ENGINEER

Experienced Maintenance Engineer required to develop and manage a facility to carry out maintenance on a wide variety of commercial, residential and infrastructure developments. Suitable applicants will have previous experience in hospital or hotel maintenance. Sound basic knowledge of electrical, plumbing and air conditioning services essential.

ELECTRICAL PROJECT ENGINEER

Responsible to the M & E Department Manager for the organisation and running of electrical contracts. Applicants should have experience in both high and low voltage installations together with communication and fire alarm systems. Although not essential, membership of a professional institute would be advantageous.

In both cases applicants must hold a current UK driving licence. Some travel in the country will be required.

Please write or telephone for an application form to: Alan Thornhill, Taylor Woodrow International, Western House, Western Avenue, Ealing, London W5 1EL. Telephone 01-991 3154.



Taylor Woodrow International

TECHNICAL MANAGER

Twydale Turkeys Limited is a leading integrated producer of whole turkeys and turkey products. We employ 500 people. We distribute nationally, under the Twydale brands and under the label of major retailers, a wide range of freshly prepared turkey products and specialist brands for the traditional oven-ready turkey market.

We are looking for a Technical Manager to strengthen the expertise of our existing management team. Responsibilities will be for all technical aspects of production development, process development and quality control functions. The position will involve the preparation and feasibility of capital projects, in order to fulfil the Company's strategic plan.

The person we are looking for will be a graduate in food science or technology and will have up to five years experience in the food industry, preferably in fresh food manufacturing, involving direct contact with suppliers and customers. The rewards will endorse the importance of this position.

If you believe you have the personality to make things happen and can effectively communicate with management, please apply in writing giving full career details to date. All applications will be treated in strict confidence.

Twydale

(A Member of the Biffy Group of Companies)

Mr. J. H. Stark, Personnel Officer,
TWYDALE TURKEYS LIMITED,
Wansford Road, DRIFFIELD, YO25 7NU

Austin Knight Advertising

London: 01-437 9261 Birmingham: 021-454 7351 Bristol: 0272-422681 Chelmsford: 0245 350250 Egham: 33962 Glasgow: 041-248 6171 Manchester: 061-834 8723
Newcastle: 0632 614044 Sheffield: 0742-680251 Southampton: 0703 38711 Welwyn: 7052 North America, S. Africa & Affiliates in Europe and Australia

National Field Sales Manager

We are Stanley Curtain Companies, a Company which is acknowledged as being the innovators of the drapery, hardware and curtain accessories trade. Having recently launched a range of exciting new products we require a Sales Manager to make a positive contribution to the planned expansion of our market share.

The successful candidate will report directly to the General Manager with full responsibility for controlling and motivating the UK field sales force operation towards achieving the planned future growth of the Company.

In order to identify and exploit the sales opportunities of tomorrow, you must have at least a five year proven sales track record in our industry, together with three years experience at management status. It is unlikely that someone below 30 years of age will have the experience and other qualities demanded by this challenging position.

The rewards are a highly competitive salary plus bonus, a 2 litre car, together with other benefits commensurate with an international organisation.

This position is open to both male and female applicants.

Please send your detailed curriculum vitae, together with a resume of your most recent sales achievement to: Mr. J. Birles, Personnel Manager, Stanley Curtain Companies, Woodside, Sheffield S3 9PD.

A Division of the International Stanley Works Organisation

Chief Accountant

c.£15K
Key role in high-growth electronics industry

A division of an operating company within one of the UK's major electronics groups, is seeking an ambitious young accountant.

The successful applicant (male or female) will be responsible to the Unit Director for the financial administration of the business, which approaches a turnover of £20m, through the management of a 20-strong department.

The position offers an excellent opportunity for an ACCA/ACMA qualified accountant to gain highly desirable experience, particularly of corporate reporting, within a large organisation.

Candidates should be aged 26-33, already hold a position of responsibility, and have proven management skills.

The negotiable salary will be enhanced with a number of benefits, including assistance with moving to our client's pleasant semi-rural location.

A full should be sent in confidence to Confidential Reply Service, Ref: BCC 8092, Austin Knight Advertising UK Limited, Nelson House, Moulsham Street, Chelmsford CM2 0XG.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter.

Essex

Austin Knight Advertising
CHELMSFORD

Technical Assessors

c.£11,500
Birmingham

Economy is of paramount importance to our client, a major West Midlands based service organisation.

In order for them to achieve the most efficient and economic use of technical resources, a method of planning and systems control which gives up-to-the-minute monitoring, is essential.

Our client needs to develop such facilities by recruiting two Technical Assessors to join the Technical Services Division. Aged 20-45, and with engineering degrees backed by post graduate qualifications in Business Studies, applicants (male or female) must have had five years management experience in a transport environment and specific knowledge of the development and operation of work planning and systems analysis as applied to vehicle repair, maintenance and overhaul. Applicants must also be able to demonstrate communication skills, decisiveness and the ability to meet targets.

Though based in Birmingham, the Technical Assessors duties will take them to all parts of the West Midlands and an essential car user allowance is paid.

Please write with full career history to Confidential Reply Service, Ref: ABT 835, Austin Knight Advertising UK Limited, Tricoin House, 51-53 Hagley Road, Edgbaston, Birmingham B16 8TP.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

Austin Knight Advertising
BIRMINGHAM

Electronic Engineers

We'll Train You to Sell and Enjoy Life

Have you considered that your HNC in electronics could be used for a different way of working and a more rewarding life? This is the opportunity you've been looking for.

RS Components is the UK's largest distributor of electronic components, which means that we have a long history of success and an investment potential to underwrite continued growth in the future.

It also means that we have opportunities for new people to join us as Technical Sales Representatives.

This is no hard-sell, fast-talking, foot-in-the-door job. Rather, we give you three months' intensive training in Corby to represent RS in an accomplished, thoroughly professional way, meeting customers on a planned basis to discuss with them our proven components and development to the range.

You should be aged 21 to 35, with at least HNC, plus the desire to get out and meet people whose work interests match your experience. Successful applicants (male or female) will receive a generous salary plus bonuses, together with a Company Car, PPP and attractive relocation package if applicable, plus the support of a secure organisation. The total opportunity offers a chance to use your career and personal skills for much greater satisfaction.

Telephone John Day or Roger Watkins on Corby (0536) 201234 during office hours or, write requesting application form giving age and qualifications to RS Components Limited, PO Box 99, RS Components Limited, Corby, Northants NN17 9RS.

RS Components Limited

Key Account Area Managers

c.£17.5K + bonus + 1.8 litre car

In order to improve an already impressive growth record, our client, a leading name in the quality kitchen appliances market, is restructuring their UK sales force.

This has created the need for four energetic and hungry sales professionals, aged 25 to 45, to develop key accounts in each of the following areas: South West and Wales; Northern England and Scotland; Midlands/East Anglia; and the South East. The emphasis in your brief will be to develop the sales of a comprehensive product range through established national account outlets, involving extensive travel.

We're more interested in your proven ability to sell, preferably, but not essentially, in a related field rather than paper qualifications. In short, our client is looking for men and women who are ambitious.

On target performance will bring you around £17.5K (you'll be paid a basic of at least £10K). And there's a comprehensive benefits package as well as a very real potential for career development.

Please write, with your c.v., to Confidential Reply Service, Ref: ABK 9113, Austin Knight Advertising Limited, London W1A 1DS.

Please list separately any companies in which you are not interested.

Austin Knight Advertising
LONDON

Telecom Sales Consultants

£20K plus
South East and West Country

If you've been watching the press during the last few weeks, you'll be aware that Mital is the master of a major recruitment campaign aimed at attracting some of the highest calibre Sales Consultants in the UK.

The reason for this intense activity is Mital's decision to create a regional sales network to sell their world-beating PABX products direct to customers. So far the response has been tremendous - with just a few vacancies still available - in South East London and in the West Country. Make no mistake, our standards are high: there are just a few people in the UK who will meet our requirements. Men or women will need to be professionally trained, have a proven track record in telecoms, computer or related high technology - and be worth at least £20,000 per annum.

High standards are supported by top benefits:

- * company car + relocation assistance where appropriate + 25 days annual holiday + free BUPA for employee and family + discounted share purchase option + low contribution pension scheme and free life insurance + good progress in expanding company.

Please send your full cv to Peter Frain, Mital Telecom Ltd., Sevenridge Estate, Portsmouth, Newport, Gwent NP6 4YR, quoting ref: SC/D1. Alternatively telephone him, or Jon Malkin, on (0291) 423355.

MITEL

Project Management Software

Gilbert Associates Limited, a subsidiary of the worldwide Gilbert/Comstock Group, require a senior PROJECT MANAGEMENT CONSULTANT to join a growing team responsible for the sale and support of the computerized project control system G/C CUE. This role will include short-term project management assignments, client development, training and some sales and marketing support.

If you can demonstrate significant project management experience together with an in-depth knowledge of computerized project control systems, are aged 28 or over and educated to degree level or equivalent, then we can offer you a competitive salary and benefits package.

Please call, or send a detailed curriculum vitae to: W I Gilbert, Gilbert Associates (Europe) Ltd., Essex House, London Road, Twickenham, Middlesex TW1 3ST. Tel: 01-891 4383.

GILBERT ASSOCIATES (EUROPE) LTD.

Electrical Engineer

To £12,500
North Tyneside

Findus (UK) Limited, one of the country's leading frozen food companies producing a wide range of high quality frozen foods, have a vacancy at their modern factory complex at Longbenton.

Reporting to the Factory Engineer you will be responsible for all aspects of the site electrical services in which modern control systems are extensively used, experience in the use of programmable controllers is therefore essential.

At least 28+ with a minimum of 5 years in Electrical/Electronic Engineering, you should have a flexible approach and be capable of making an effective contribution to the engineering team.

Previous experience in a high speed production line environment, preferably related to the food industry, would be an advantage.

For confidential application form, male or female applicants please contact Mr. A. D. Russell, Findus (UK) Limited, Benton Lane, Newcastle upon Tyne NE12 8EP.

Findus
The finest food, frozen.

Technical Sales Representative

The Water Specialties and Services Business of Albright and Wilson Limited, winner of the Queen's Award for Export in 1983, is seeking to expand its small but aggressive technical sales force in the UK. A vacancy exists for an ambitious, self-motivated person in the South West of England.

Applicants, male or female, should be aged 24-30 and possess a degree in chemistry or chemical engineering. At least 2 years sales experience in selling specialty water treatment programmes to industry is essential. Preference will be given to those candidates possessing experience in chemical plant operation or management.

The excellent remuneration package includes a high basic salary in the range of £9,000-£10,000 plus commission, and company car reflects the importance of this position.

Additional benefits include non-contributory pension and life assurance schemes together with 5 weeks annual holiday.

Applicants possessing a current driving licence who feel that they have the necessary experience and personal qualities we are seeking should send their curriculum vitae to: The Staff Manager, Albright & Wilson Limited, Albright & Wilson House, Hagley Road West, Oldbury, Warley, West Midlands B68 0NN.

ALBRIGHT & WILSON LTD
Water Specialties and Services
Business Phosphates Division

Managing Director

c.£25,000 + car
Midlands

...well defined career progression

A major international group of companies and leaders in precision engineering, our client manufactures and markets worldwide an extensive range of engineering products.

Currently they wish to strengthen their Executive resource by recruiting a Managing Director who has the experience to take charge of a medium sized company and the potential to progress to a more senior appointment within the group.

You are likely to be aged 35-45, a Mechanical Engineer probably of chartered status with a background of both mass and batch production. Proven management ability must be reinforced by extensive commercial and financial awareness, particularly in relation to the product, its manufacture and market requirements. In short, a full understanding of 'how to run a Company'.

The initial appointment is likely to be in the North Midlands but, in order to exploit the opportunities our client can offer, you would need to be potentially mobile in every sense.

Salary is negotiable from £25,000 with other benefits including a prestigious car, management bonus scheme, medical and flexible pension arrangements.

Male or female applicants, please apply in writing to Confidential Reply Service, Ref: ABK 836, Austin Knight Advertising UK Limited, Nelson House, Moulsham Street, Chelmsford CM2 0XG.

Applications are forwarded to the client concerned, therefore companies in which you are not interested should be listed in a covering letter to the Confidential Reply Supervisor.

Austin Knight Advertising
BIRMINGHAM

Assistant Mines and Quarries Manager

British Gypsum Limited, is a national company, part of the BHP Industries Group, and is a leading manufacturer of gypsum based building materials.

Mining is a key activity and we operate Mines and Quarries throughout the country.

A vacancy exists for an Assistant Manager to support the Manager in all aspects of one of our mining operations.

Suitable applicants will have a degree in mining engineering or a First Class Certificate or their equivalent, and will be able to demonstrate proven experience in mine production management. Age will not be the deciding factor but we would welcome applications from candidates in their late 20's or early 30's since promotion prospects will exist within the company for such people who have the necessary qualities.

A competitive starting salary and benefits package, including non-contributory superannuation, is offered and relocation assistance will be available where appropriate.

Applications in writing should be sent to: Chief Mining Engineer, British Gypsum Ltd, Central Mining, Gotham, Nottingham NG11 0LR. Telephone: Nottingham (0602) 830431.

British Gypsum
Nottingham

Future Technology Developments, based in Glasgow, is involved in the design and development of high technology hardware and software products mainly for the business computer market.

As a result of a major expansion phase we have immediate requirements for experienced, talented software and hardware personnel educated to degree level in a relevant discipline.

Systems Programmers

Ideal applicants will have a minimum of 3 years' experience in systems programming, preferably in operating system development, communications or local area network.

Familiarity with Intel 8086 or similar, and Digital Research operating systems or Unix is desirable.

Electronic Design Engineers

Suitable candidates will have 1-5 years' experience in circuit design, involving the latest micro-processors and should be fully conversant with high speed digital logic, logic arrays, disc drives etc. A highly innovative and logical approach to design and development is essential.

Future Technology Developments has a wide range of vacancies for senior personnel with sound, relevant experience.

We offer highly competitive salaries which will fully reflect your qualifications and experience, together with a wide range of benefits and relocation packages, where appropriate.

Applicants (male or female) are invited to send a detailed c.v. or write for an application form to Irene Deasley, Future Technology Developments Limited, Templeton Business Centre, Templeton Street, Glasgow G4 0DN. Tel: 041-554 8082.

Future Technology Developments Limited

Technical Sales Executives

Kampmann (UK) Ltd. is an expanding subsidiary of a highly successful multi-national company based in West Germany. We manufacture a unique range of prestigious heating equipment well-known to both architects and consumers.

Continuous growth means that we now need additional Sales Representatives to join our present sales force in obtaining specifications from existing contacts as well as initiating new business. These new positions are based in London, Birmingham and the South of England.

Ideally aged 21 to 30 years old, you must be well educated and possess an aptitude for engineering and design. You should preferably have previous sales experience in a technical field and a working knowledge of German is advantageous but not essential.

Most importantly, you will be hardworking and enthusiastic with the personal drive to succeed within this challenging environment. In return you will receive an excellent basic salary, commission, company car, expenses and tremendous potential for personal development within this expanding group of companies.

Applicants (male or female) should reply in writing enclosing their CV to Mr. M. K. Lewis, Sales Manager, Kampmann (UK) Ltd, 18 Golden Square, 29 Great Princes Street, London W1R 3DD. Telephone: 01-734 6282.

KAMPMANN

Instrument Engineer Maintenance

Total Oil Marine currently supplies around 40% of the UK's natural gas through the Frigg system. A substantial North Sea operator committed to an expanding programme of offshore activity, we are now developing the Alwyn North Field as an important source of both oil and gas for Britain.

Increased activity within our Maintenance Department has led to the position of Instrument Engineer being immediately available. Reporting to the Maintenance Superintendent you will carry out wide-ranging duties to ensure that all offshore instrument equipment on MCDOL is maintained in line with legal and corporate requirements. You will also be active in areas of updating stockholdings, monitoring the Planned Maintenance System, ensuring appropriate training is given to offshore personnel and revising budget expenditure where necessary. The job is onshore based although some trips offshore will be required from time to time.

Aged over 30, candidates possessing an Engineering degree or equivalent should have around 5 years' Offshore/Petrochemical maintenance experience and be familiar with Planned Maintenance Systems and drawing office techniques. Personal qualities of self-motivation and the desire to achieve objectives are also very important.

An excellent index-linked salary is offered together with year-end bonus, BUPA membership, pension and life assurance schemes and a subsidised staff restaurant. Relocation assistance will be available where appropriate.

If you would like an application form please contact: Paula Feathers, Recruitment & Training Officer, Total Oil Marine p.l.c., Crawpeel Road, Alwyn Industrial Estate, Aberdeen AB9 2AG. Tel: (0224) 875555 Ext. 3664.

Total Oil Marine
Bringing energy ashore

Design Engineers

New Generation Compressor Design

Hamworthy Engineering have built a reputation as a leading force in pump and compressor technology. Our growth has created three new positions for experienced Engineers within our Pump and Compressor Division. You would be responsible for designing our next generation of compressors with a wide range of marine and industrial applications. With us you would have the opportunity to work, as part of a small design team, on a variety of reciprocating and rotary machine projects.

If you are qualified to HNC level and have around 3 years' design experience in compressors or other reciprocating machinery - particularly diesel engines - Hamworthy can offer the chance to develop your career using the very latest design support facilities.

Prospects for career growth into technical and commercial management positions, are excellent. Salaries for these posts are negotiable and other benefits include 25 days holiday and generous relocation assistance to this pleasant part of the South Coast, renowned for its exceptional leisure and recreational opportunities.

In the first instance, contact Mr. J.A. Cahill, Personnel and Training Manager, Hamworthy Engineering Ltd., Fleets Corner, Poole, Dorset BH17 7LA. Tel: 0202 675123.

Hamworthy
ADVANCED • DYNAMIC • DIVERSE

The sound of a better career in acoustic development

Your abilities will be enhanced by a two month training course in the United States. You'll then work largely on your own initiative in a fully equipped laboratory. Some travel within the UK and possibly in Europe will be necessary.

A salary in the range of £10,540 - £12,725 (currently under review) will be complemented by an extremely attractive benefits package including our Special Car Purchase Plan.

Use your expertise to build a more challenging career in Ford's sound development centre. Please telephone or write to: June Pullen BA77, Ford Motor Company Limited, Research and Engineering Centre, Epsom, Surrey TW20 6EE. Tel: Basildon (0268) 403245.

Ford's continuing status as leaders in the automotive industry is being emphasised by the construction of a new purpose-built sound development centre in Basildon.

A Senior Engineer is now required for Europe's most advanced sound systems development facility. You will be leading a team involved in the design and development of in-car entertainment systems.

Minimum qualifications of HNC/HND in electronics or physics are essential. You will have at least 8 years' experience in acoustics design and a clear idea of its application to the installation of in-car sound systems. You'll also need excellent communication skills.

Ford

SMITH AND NEPHEW PHARMACEUTICALS LIMITED GROUP PRODUCT MANAGER

An outstanding opportunity to develop your career occurs with Smith & Nephew Pharmaceuticals Ltd who are a British Research Based Company specialising in Ophthalmological and Dermatological products.

We are seeking an experienced Marketing Professional to be responsible for a range of dermatological products, reporting to the Marketing & Sales Director, who will be accountable for sales targets for this product group and responsible for developing and implementing marketing plans, promotional strategy and advertising campaigns.

We seek a life sciences graduate who has at least 2/3 years' full product management experience, preferably some of this in the field of dermatology.

The ideal candidate will possess excellent communication skills, be a self-motivated and energetic person who can present to groups of people effectively and who can analyse problems and solve them creatively.

In addition to an attractive salary and a company car, the benefits include generous assistance with relocation expenses where appropriate. Please write with full details of career to date to:

Mr. L. Dorrell, Divisional Personnel Manager, Smith & Nephew Pharmaceuticals Ltd, Ransford Road, Ransford, Essex RM3 8SL.

Smith & Nephew

A story of innovation in Advanced Engineering & Manufacturing

Our client has received widespread press acclaim for their engineering achievements. They are a truly innovative company that has expanded dramatically and has based its increasing commercial success on maintaining the highest standards of engineering excellence.

This is an organisation controlled by working engineers - a fast growing division of a major 'blue chip' group who are recognised market leaders in their field and enjoy a

reputation for innovation and engineering creativity. It is above all an environment where the engineering challenge is high and lead times between design and manufacture are typically very short.

Now, as a direct result of investment in a major new development programme involving a new factory and the introduction of major new products, the company is ready to further strengthen their engineering team.

Manufacturing Development Manager

Aged 28-35 c. £21,000 pa + bonus in a scale rising to £28,000

This is a vital and important senior role, reporting to a director, with a clear and unequivocal brief - to prove the feasibility of advanced manufacturing technologies in a low volume hardware assembly environment (10,000-100,000 units per year). The company is committed to achieving the very highest levels of quality and reliability and has all the financial and technical resources to fully implement your recommendations.

The need is for an Engineer with proven management skills, who can demonstrate a record of real career progression through production, industrial engineering or product engineering. The role demands an individual with vision who has the imagination and flair to apply creative engineering techniques plus the determination to see projects through to implementation. Familiarity with MRP systems and particularly MAPICS would be useful.

Project Engineers

Aged 26-30 c. £15,500 pa + bonus in a scale rising to £21,000

The company has achieved a reputation for excellence in quality and reliability of hardware that is unparalleled in its industry. To reflect their commitment to setting the highest standards they now require two additional Engineers to lead Reliability Projects. One Engineer is likely to have a Mechanical engineering background and the other will be an Electrical engineer - both will be creative thinkers and problem solvers who enjoy a practical as well as a theoretical challenge.

Your task will be to reach new heights of machine reliability by introducing innovative and 'infallible' design techniques. This will involve liaison with people in many other functions so you must have well-developed interpersonal and communicative abilities. Qualified to degree/HND level you should also preferably have some experience in office equipment/light engineering or a related sector.

Design Engineer

Aged 23-38 c. £12,000 pa + bonus in a scale rising to £15,500

First class detailed design is vital to this company, and they now need a young, ambitious Engineer who is looking for more scope. Probably of graduate calibre in Mechanical or Electrical Engineering, you should ideally have good design/drafting experience.

**MOXON
DOLPHIN
& KERBY LTD**

You will be given your own projects and be responsible for the detailed design, test and evaluation of components and procedures for new advanced engineering products. This will provide involvement in all stages of a new product - from the preparation of initial design drawings, through proposals and prototype test, and into production.

Production Engineer

Aged 23-28 c. £12,000 pa + bonus in a scale rising to £15,500

This is an opportunity to make an important and visible engineering contribution at their new factory which will be ready for occupation in the New Year. You will have a key role in the layout of the new factory and will provide a full production engineering role - recommending and implementing advanced manufacturing techniques in a low/medium volume environment.

The need is for someone qualified to degree/HND level, who has a sound knowledge of manufacturing techniques and the application of production engineering/work study methods - preferably within a light engineering environment.

Control Engineer

Aged 26-30 c. £15,500 pa + bonus in a scale rising to £21,000

This new position reports to the Manufacturing Development Manager and carries responsibility for the specification and commissioning of electrical and control equipment for manufacturing systems. Your brief will include the development of systems specifications and software for programmable controllers/computers, and the commissioning of these systems.

Qualified to degree level in electrical engineering, you should have 5 years' experience in the design and development of instrumentation and control systems and have a sound knowledge of real-time digital control equipment and computer systems and of appropriate programming languages.

As we have already mentioned, this is an organisation run by professional engineers and the talented men and women our client seeks will be joining a dynamic organisation where financial rewards and career progression will fully reflect both individual and business performance. In addition to the salaries quoted, our client also offers a full range of valuable benefits which include generous relocation assistance to their attractive location in the Berks/Hants area.

For more information, please write with a full c.v. or telephone, applying to: S. Stephenson, Moxon Dolphin & Kerby Ltd., 176-202 Great Portland Street, London W1N 5TB, quoting ref. SS/4201/DT. Tel: 01-631 4411.

COMMUNICATIONS SYSTEMS AT THE SPEED OF LIGHT. CAREERS IN A COMPANY THAT'S GROWING AS FAST

To the business community, Telecom Gold's electronic mail and other communications services mean reduced paper flow and better, faster communications.

To you, they could mean the best career opportunities you've seen this year, or any year. It takes growth to create the opportunities that can turn ambitions into actions, and to open up completely new opportunities you may not even have imagined.

And growth is something that Telecom Gold is achieving in a big, big way. In March 1983, we were serving 125 companies, 1800 users.

Last month, that figure had grown to 15,000 users.

And with new users at the rate of 500 a month, the graph is still climbing as breathtakingly

steeply as ever.

Mind you, we don't expect our people to live on excitement and prospects alone. As well as the kind of salaries that prove we're serious about attracting the best people, our list of benefits include BUPA and a remarkably good pension scheme.

If you like the sound of the company and the look of our jobs, don't waste any time before you get in touch.

Because with us, communications isn't the only thing that goes quickly.

Systems Engineers up to 16K

We need Systems Engineers at all levels who have worked in Communications or Message Switching Software Development.

It will be an advantage if you have had experience of using Prime Hardware and Fortran, although it's not essential.

TELECOM GOLD

Consultants up to 16K

We are looking for consultants with varying degrees of experience in client application development or Management Information Systems. A knowledge of Fourth Generation Languages and Database techniques would be an advantage.

Customer Support Executives 7-9K

You will be handling customer accounts, servicing sales enquiries and training users, as well as providing customer support to cover all our services and related hardware. We will train you fully in our products.

Phone Helen Jones now on 01-403 6777 for an application form. Complete it and when we've received it we'll invite you along to our open evening. Telecom Gold Limited, 60-68 St. Thomas Street, London SE1 3QU.

Britoil, as part of its aggressive exploration policy, is heavily committed to developing the highest level of technology in support of its UK and International activities. Our Glasgow based Exploration Data Processing Department has an important role to play in ensuring that success.

Exploration and appraisal of more subtle hydrocarbon accumulations on the UK Continental Shelf mean that there are even greater challenges facing our Processing Geophysicists. To help in their analyses, sophisticated computer hardware is at their disposal, equipped with peripheral devices and software and supported by an experienced software team.

As a result of our continuing growth we are looking for a graduate with 4 to 7 years' experience who can demonstrate proven skills in SEISMIC PROCESSING.

If you are the sort of person we are looking for you will also be capable of making sound judgements on a variety of techniques, initiating ideas, and communicating equally with management, colleagues and contractors.

You will be responsible for processing a range of seismic projects and, in some cases, monitoring large scale projects being processed by contractors.

We offer a highly competitive salary and benefits package which includes generous assistance with relocation arrangements, where appropriate, outstanding pension and life assurance provisions and private medical cover.

If you are confident that you possess the technical and creative skills we seek, then please send a comprehensive C.V. (or ask for an application form) quoting reference Expl. 276, to: Paul Wilkinson, Personnel Officer, Britoil plc, 150 St Vincent Street, Glasgow, G2 5LJ. This post is open to men and women.

PROCESSING GEOPHYSICISTS

Britoil
Energy at work for Britain

FURTHER ANNOUNCEMENTS APPEAR TODAY ON PAGES 10, 11, 12, 13 & 14

MARKETING/ OPERATIONS DIRECTOR

A Major International Trading and Supply Group is seeking to recruit a Marketing/Operations Director to be based at the London W1 Head Office.

The ideal candidate will have proven trading experience in the oilfield and petrochemical industries, with excellent contacts in both; together with a working knowledge of procedures in the Middle East and North Africa. Five to seven years working experience on supply and freight contracts would also be required. Extensive travel is envisaged.

The appointment offers a Directorship, an excellent salary, profit related bonus system, pension scheme and medical insurance. There are development opportunities for the successful candidate to achieve a Group Main Board Directorship in the future.

Please write with full curriculum vitae to: M.D.18692, Daily Telegraph, E.C.4.

GENERAL MANAGER

Light Mfg Industry c. £20,000 + car

A most excellent career opportunity

Our Client is a well established profitable, medium-sized company producing high quality, low cost packaging and display material. Through the excellence of their innovative and imaginative designs, plus dynamic marketing, they have achieved an international reputation. Major customers are the world's leading brand names in the cosmetic, jewellery and similar industries. Reporting to the Chief Executive, you will be responsible for the successful management of the company's manufacturing, warehousing and distribution operations. Manufacturing is carried out in the custom-built factory with modern plant and machinery plus specialist in-house designed production equipment. It is essential that your experience should include responsible involvement with modern business methods involving computer systems, financial accounts plus the overall management of a light manufacturing company producing competitive top quality products.

Probably in your early 30's (but flexible) your professional discipline could be in Engineering, Accountancy, or Business Studies. It is a managerial competence, experience, drive and the ability to achieve results that the job demands.

This is an outstanding opportunity with a developing, profitable company offering an excellent salary, company car and a realistic benefits package including relocation assistance etc. Location is at a pleasant coastal town with good residential property at reasonable prices.

Applicants should telephone Gilbert Brown on 01-537 0212 or write quoting Ref. G2/47

IPG Technical Recruitment Ltd.

Jubilee House 25-29 Gt. Portland St. London W1N 5AD Tel: 01-537 0212 (24hrs)

Professionals in Selection & Search

SITUATIONS VACANT

RESEARCH ENGINEER
We have a position available for a Research Engineer in the field of...
Tel: 01-234 5678

ORBIT VALVES LIMITED
MAYES, MIDDLESEX
Manufacturers of valves and valve components for the oil and gas industries...
Tel: 01-234 5678

GENERAL
A BETTER C.V. means more success...
Tel: 01-234 5678

ACCOUNT MANAGER
Required now for high-tech...
Tel: 01-234 5678

ACCOUNTS TRAINER
Lloyd's underwriting agency...
Tel: 01-234 5678

BISHOP'S STORTFORD COLLEGE
BURSAR
£15,000 + car
Tel: 01-234 5678

ACCOUNTS TRAINER
Lloyd's underwriting agency...
Tel: 01-234 5678

ACCOUNTANTS QUALIFIED AND PART QUALIFIED
IMMEDIATE TEMPORARY ASSIGNMENTS
CALL NOW
Tel: 01-234 5678

REED ACCOUNTANCY
Tel: 01-234 5678

IMMEDIATE OPENINGS FOR TEMPORARY ACCOUNTANTS
AUDIT STAFF BOOKKEEPERS
NOW!
Tel: 01-234 5678

ACCOUNTANCY PERSONNEL
63/65, MOORGATE, E.C.2
Tel: 01-234 5678

INSURANCE
To get a FREE LIST of INSURANCE...
Tel: 01-234 5678

PLAN YOUR FUTURE
Your career path should not be left to chance...
Tel: 01-234 5678

PURCHASING CONTROLLER
Required for a major...
Tel: 01-234 5678

ACCOUNTANCY
ACCOUNTS MANAGER
SUFFOLK
Tel: 01-234 5678

TEMPORARIES
ACCOUNTANTS
AUDITORS
BOOKKEEPERS
Tel: 01-234 5678

TEMPORARY ASSIGNMENTS
Tel: 01-234 5678

FIELD MANAGER
Required for a...
Tel: 01-234 5678

FINANCIAL MANAGEMENT CONSULTANT
Tel: 01-234 5678

ARCHITECTURAL SALESPERSON
(ENVIRONMENTAL TECHNOLOGY LIMITED)
Tel: 01-234 5678

STRATEGIC MARKETING INTERNATIONAL
Tel: 01-234 5678

GUILD FORD AREA FFS (MANAGEMENT) LTD.
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

ENGINEERS
A FREE 100-PAGE GUIDE to...
Tel: 01-234 5678

AIRCRAFT DESIGNERS
HOLLAND
Tel: 01-234 5678

A NEW CAREER IN MICRO-COMPUTER CAMBRIDGESHIRE

DATAVIEW SALIS Ltd. 7201, part of the Dataview Group, is seeking a second professional to join its team of software developers and system analysts.

ADDITIONAL SALIS REPRESENTATIVES to complement the existing sales force, reporting to the Regional Sales Manager, a central sales promotion.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

Our excellent training school will provide you with a solid foundation in the use of micro-computers, and the ability to provide technical support to our customers. You will also receive a comprehensive knowledge of the company's products and services.

